

# THE LABOUR GAZETTE

**FEBRUARY 1955**  
**VOL. LV No. 2**

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Employment Effects of  
Plant Expansion, 1954

Unemployment Insurance  
Act Amended

Wage Rates and Working  
Conditions in Eight  
Construction Trades

Working Conditions in  
Primary Textile Industry



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## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

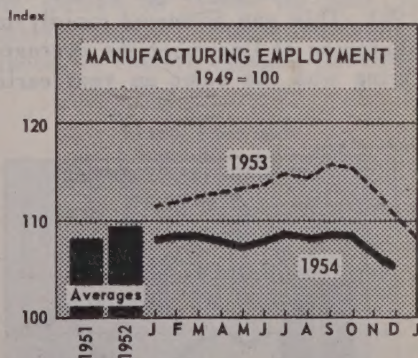
#### Current Manpower Situation

**A** SHARP seasonal contraction in the activities of many industries and a corresponding increase in unemployment featured the labour market situation during January. Agricultural employment continued to decline from the unusually high peak of last summer to a level slightly lower than that of January 1954. The large number of workers released from the retail trade and the construction and transportation industries was only partially offset by seasonal hirings in some of the consumer goods manufacturing industries. During the six-week period ended January 22, the decrease in employment in the non-agricultural sector was estimated at 136,000 compared with 117,000 in the same period last year.

With this decline, the number of persons with non-farm jobs in the week ended January 22 totalled 4,231,000, virtually the same figure as a year earlier; persons with jobs in agriculture numbered 752,000, about 7,000 fewer than a year earlier. Between January 1954 and January 1955, however, the labour force expanded by slightly more than 70,000 persons, so that the number of persons without jobs and seeking work, at 362,000, was larger by about 80,000.

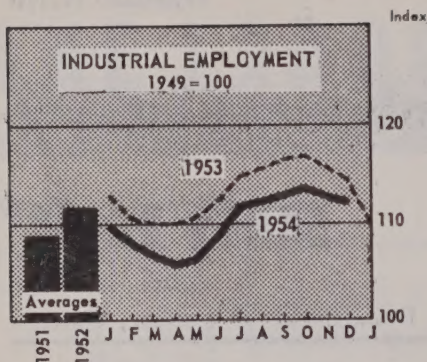
The seasonal drop in labour demand during January was common to all regions except British Columbia. Usually, the spring upturn on the west coast does not begin until February. This year, however, a combination of favourable weather and strong markets for lumber brought about an early resumption of forestry operations, which halted the rise in unemployment.

Notwithstanding the large decline during January, the basic employment trend in non-agricultural



**A Monthly Labour Gazette Feature**



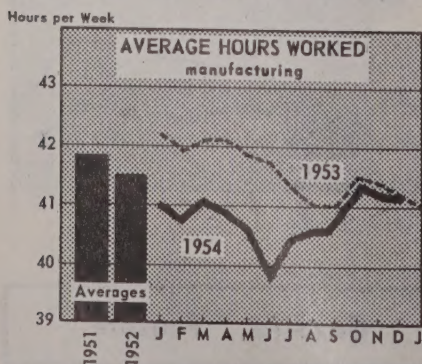


industries has been stronger than last winter. During both November and December the labour force surveys showed an actual increase in non-farm employment, in contrast to the steady decline that occurred in the last part of 1953. Consequently, the seasonal drop in employment from November 1954 to January 1955 was almost 40,000 less than a year before.

The strengthening trend of labour requirements in the latter part of 1954 was distributed fairly evenly among the various non-farm industries. Manufacturing, construction and transportation still had lower employment totals than a year earlier but the gap in each group was considerably less in December than in the preceding few months. At the same time, the year-to-year employment gains in the forestry, mining, public utility operation and finance groups were maintained or increased. Only in trade and service was there any apparent weakening in the employment trend.

Total manufacturing employment at the end of 1954 was still almost five per cent lower than a year earlier; the difference was considerably greater in some component industries. Here, too, there appeared to be some strengthening, although the demand for workers varied widely. In the manufacture of pulp and paper, chemical, petroleum and wood products, employment continued to increase. It was lower than last year, but rising, in the textiles and clothing, machinery manufacture and basic steel industries. Employment was also rising in the transportation equipment group but only because of the recent gains in the automotive industry; the aircraft, railway rolling stock and shipbuilding industries all showed considerable declines.

The trend towards longer hours in manufacturing continued. Through most of 1954, the length of the work week was considerably less than in 1953. This gap narrowed rapidly towards the end of the year and at the beginning of December the average work week of 41.2 hours in manufacturing was the same as year earlier.



Agricultural employment continued to show the wide fluctuations that have been a characteristic of this industry for the past year. Until 1954, decreases in the farm working force had become an established trend. The first sign of a change occurred last July, when the agricultural labour force recorded a year-to-year gain of 10,000. This margin increased to almost 100,000 in October but fell again towards the end of the year. A sharp decrease in January



brought the number of persons with jobs in agriculture to 752,000, once again slightly under the year-earlier figure.

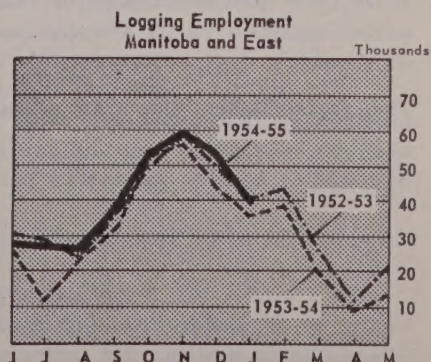
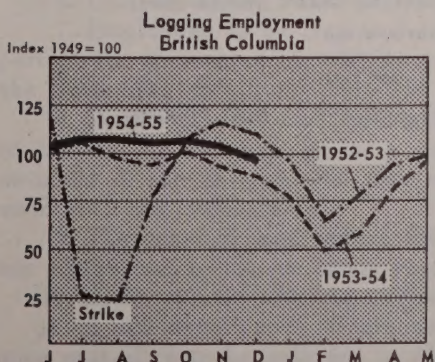
The causes of the temporary increase in agricultural employment have not been established. Some tentative explanations, however, have been put forward, the main one being that fewer people left farms during the past 12 months than in previous years. The chief factor hindering the movement of persons from farms has been the relative lack of employment opportunities in non-agricultural industries. It is also interesting to note that most of the recent drop occurred in Quebec and in the Prairie Provinces; in Ontario the number of agricultural job-holders was still some 25,000 higher in January than a year earlier.

## The Logging Industry

In the post-war period, the pattern of employment has been more erratic in the logging industry than in any other major industry in Canada. Decreases amounting to 35 per cent of employment have occurred from one year to the next and, within a three-year period, increases of similar proportions have reversed the downward trend. These marked fluctuations have been in addition to the seasonal changes characteristic of the industry and have occurred largely in eastern Canada, where the greater part of the industry is located.

The seasonal fluctuations in the industry, however, are also extreme and again are greater in eastern Canada than in British Columbia. In Quebec, for example, average employment in the period 1947-1951 was 94 per cent higher at the peak of the logging season than at the lowest point of the slack months. In British Columbia, the average seasonal employment variation for the same period was 42 per cent. The busy season in eastern Canada extends from early September to late February or early March, with a slight pickup later in the spring. In British Columbia, on the other hand, the winter months are slack and the spring and fall months active.

The seasonal employment pattern in British Columbia attracts a different type of worker from that employed in the industry in eastern Canada. Since logging operations are carried on almost all year in British Columbia, the workers are employed nearly full-time and depend largely on the industry for their livelihood. In eastern Canada, however,



Source: D.B.S. *Employment and Payrolls Forestry (chiefly logging)*

Source: *Canadian Pulp and Paper Association (Woodlands Division)*



	Logging Employment			
	Manitoba and East <sup>1</sup>		British Columbia <sup>2</sup>	
	1953	1954	1953	1954
August	24.2	26.9	96.7	106.4
November	55.4	59.9	93.6	103.4
December	39.3	48.9	88.0	96.9

<sup>1</sup> Monthly averages of actual number of men on payroll expressed in thousands.

<sup>2</sup> Index of employment (1949=100) at first of month.

logging has a shorter active season and so provides only a supplementary source of work and income for workers from other industries. The working force in eastern Canada, therefore, is made up of farm, construction, transportation and similar types of workers who are not active in their particular industries during the winter months.

The processes of the industry, i.e. cutting of logs, hauling from the woods, the river drive and the transport of logs by trucks, have not changed basically since before the war. The mechanization of cutting and hauling, however, through the greater use of power saws and tractors, has speeded up operations appreciably and has resulted in a corresponding reduction in manpower needs. Particular evidence of this is found in the increasing acceptance of the "skid-loader", a machine that does the heavy work of loading logs. It is estimated that this machine, which is able to operate over rough ground and to handle the logs at the cutting site, can do the work of eight or ten men.

By mid-January, 90 per cent of the cutting in eastern Canada for the current logging season had been completed and hauling operations were underway in most areas. Total woods operations in the eastern Canadian pulpwood industry this year have been greater than last year, mainly because of the small log inventories held by pulpwood companies at the beginning of the season.

In British Columbia, employment in the logging industry was higher throughout most of 1954 than in the preceding year because of increased lumber markets and because of the relatively few fire hazards in the summer of 1954.

### Correction

On page three of the January issue of the *Labour Gazette*, the column headings of the table entitled "Length of Time Seeking Work" should read:

July-December Average	
1954	1953
per cent	per cent

That is, the figures shown are six-month averages in both columns.



# Labour-Management Relations

**C**OLLECTIVE bargaining settlements of particular significance were reached recently in the automotive, radio and television broadcasting, and shipbuilding industries. Most of the recent settlements continued to provide small wage increases; many are to be in effect for periods up to two years.

At mid-February, collective bargaining had reached different stages in several industries, including public utilities, textiles, chemicals, leather products and public service.

## Current Settlements and Negotiations

**Automobiles** – The strike by plant employees of the Ford Motor Company of Canada ended late in January. Some 9,000 workers had been on strike since last October at Windsor and Oakville and since mid-November at Etobicoke. A settlement was announced following several weeks of negotiations in Toronto between the company and the union, the United Automobile Workers (CIO-CCL)

The new agreement covers Ford employees at all three plants and runs until June 1, 1956. Previously, separate agreements had been in force in each locality.

Reported changes in the collective agreement include the following items:

1. A general wage-rate increase of four cents per hour, effective June 15, 1955.
2. Incorporation of the present cost-of-living bonus of eight cents per hour into the basic rates and the discontinuance of the cost-of-living allowance provision.
3. One additional paid holiday (Victoria Day), bringing the total number to seven.
4. Three weeks' vacation after 15 years of service.
5. Improved hospital and medical benefits for employees and their dependents, to be paid entirely by the company.
6. Life insurance benefits extended to pensioners.
7. Employees to be free to follow their jobs if the company moves part of its operations outside Windsor or to exercise their seniority in the bargaining unit from which the change is made.
8. Modified union shop provision. New employees will be required to become union members as a condition of employment. In addition members of the union at the date of the agreement will be required to maintain their membership.
9. The company may reduce the work week from 40 to 32 hours for six weeks during one calendar year.
10. Some modifications to seniority rules.
11. A permanent panel of persons acceptable as umpires in the grievance procedure to be selected by the parties; the umpires to be chosen thereafter in turn from this panel.



Contract negotiations between the union and the Chrysler Corporation of Canada, Windsor, were still in progress at the time of writing. Union demands were similar to those made at Ford earlier. Following several months of negotiations, the membership voted at mid-February in favor of strike action at the call of the negotiating committee.

The union has also been negotiating with the Ford Motor Company for several months on behalf of office workers at Windsor. Union demands include a salary increase, reduced hours of work and other benefits.

**Broadcasting** – Terms of a settlement were reached at mid-February in the dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (CIO-CCL). The union represents more than 700 radio and television technical employees of the Corporation. Under the proposed agreement, which would run until July 31, 1956, a general increase of five per cent in salaries, retroactive to last August 1, was provided, together with other benefits.

The union is currently conducting separate contract negotiations with the managements of radio stations in Quebec City, Ottawa and Peterborough.

**Shipbuilding** – A new agreement, to be effective from January 1, 1955, to August 31, 1956, was reached recently between the Halifax Shipyards Limited, Halifax, and the Industrial Union of Marine and Shipbuilding Workers of Canada (CCL). A general wage increase of five cents per hour, two more statutory holidays with pay and other benefits are provided for some 1,700 employees.

No settlement had been reported in the negotiations between shipbuilding firms in Quebec and the National Metal Trades Federation (CCCL).

On the West Coast, a strike by nearly 100 electricians, members of the Electrical Trades Union (CCL), affected some 900 marine workers at the Burrard Drydock Company, North Vancouver. The strike was called at mid-January when the electricians' union rejected the recommendations of a board of conciliation previously accepted by other unions bargaining for the rest of the employees. The board of conciliation has recommended a two-year agreement beginning last October with a 2.5-cent wage increase, to become effective at the start of each year and other benefits.

**Public Utilities** – A two-year agreement was reached between the Hydro-Electric Power Commission of Ontario and an independent employee association representing 10,000 office, operational and maintenance workers. The new agreement provides a 4-per-cent increase in salaries, retroactive to April 1, 1954, a further 2-per-cent increase, effective next April 1, and improvements in fringe benefits. The Ontario Hydro also entered into a collective agreement with the Allied Construction Council (AFL-TLC) grouping 17 construction unions. The agreement sets the wage rates, working conditions and other benefits for work on the St. Lawrence power development project.

In Saskatchewan, contract negotiations were reported to be in progress between the Saskatchewan Power Corporation and the Oil Workers



International Union (CIO-CCL), representing approximately 1,200 employees of the crown corporation. A union demand for a general wage increase, which appears to be the main issue in the dispute, was turned down by a board of conciliation.

**Textiles** – Following a strike which lasted several weeks, an agreement was reached between two syndicates of the National Federation of Chemical Workers (CCCL) and the Dominion Oilcloth and Linoleum Co. Limited, Montreal, and a subsidiary, Barry and Staines Linoleum (Canada) Limited, Farnham, Que. The new agreement provides wage increases totalling eight and nine cents per hour and a settlement of the disputed question of job classifications.

An agreement was reached between the Artex Woollens Limited, Hespeler, Ont., and the Textile Workers Union of America (CIO-CCL). A third week of vacation after 15 years, wage adjustments to certain classifications, improved seniority provisions and other benefits were included in the one-year contract.

**Chemical Products** – Several collective agreements were bargained recently in the chemical industry, mostly in Manitoba, Ontario, Quebec and Newfoundland. Fringe benefits were improved and wage increases ranging from three to five cents per hour were generally included in the new agreements. Some of the contracts in Quebec also provided for a reduction in the work week. Most of the agreements are to be effective for one year. The unions representing the workers in these negotiations were the International Chemical Workers' Union (AFL-TLC), the United Cement, Lime and Gypsum Workers' International Union (AFL-TLC) and District 50, United Mine Workers of America (CCL).

**Civic Employees** – Negotiations were reported to be in progress between civic employees' unions and civic authorities in Vancouver, Saskatoon, Toronto and Sarnia. Unions representing inside and outside workers, firefighters and policemen requested wage increases ranging up to 15 per cent. In Vancouver, the city council proposed that workers accept a 5-per-cent reduction in wages and conciliation was requested by the unions. In Toronto, office employees requested an 8-per-cent increase, outside workers, a 15-per-cent increase, and firemen a 7-per-cent increase. An arbitration award has already recommended a salary increase of \$2 per week for about 1,200 policemen. Demands at Saskatoon include wage increases ranging from \$20 to \$40 per month and improvements in other benefits. In Sarnia, policemen were negotiating for salary increases and reduced hours of work.

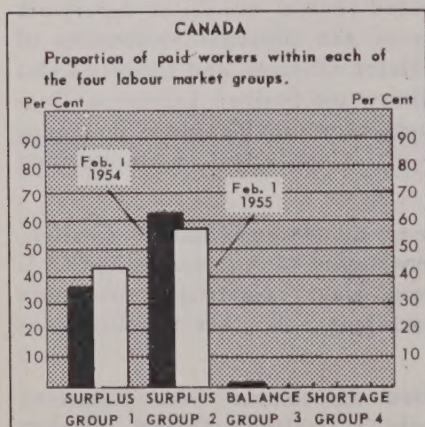
## Work Stoppages

Preliminary figures on strikes and lockouts for January 1955 show little change compared to the previous month. Time loss in man-days during the month, however, was considerably higher than during the corresponding period of 1954. Totals for each period are as follows:

Period	Number of Work Stoppages	Number of Workers Involved	Time Loss in Man-days
January 1955 .....	16	11,106	218,145
December 1954 .....	16	12,169	240,841
January 1954 .....	24	10,619	156,969



# Manpower Situation in Local Areas



**A** RAPID increase in unemployment occurred in most local areas during January as business activity declined to low winter levels but in British Columbia, unemployment began decreasing in mid-January, about two weeks earlier than last year. The decrease in the region was small, however, and in the other four regions, workers were still being released from agriculture, construction, transportation and some manufacturing industries.

As a result of the seasonal downturn, a total of 31 additional areas were reclassified into the

substantial labour surplus category and seven areas moved from a balanced labour demand and supply position to one of moderate surplus. As a result, 64 of the 109 areas surveyed were in the substantial labour surplus category at the beginning of February, while only one remained in balance, compared with 54 and four respectively last year.

Ontario still showed the sharpest drop in employment. Unemployment was particularly high in such centers as Toronto, Hamilton and Windsor. Substantial labour surplus areas were also more numerous than last year on the Prairies and, in contrast to the trend of past months, in the Atlantic region. Unemployment was greater than last year in Montreal but less in most other industrialized parts of Quebec. In the Pacific region, a combination of favourable weather and strong demand for lumber resulted in an early upswing in forestry operations and unemployment dropped below last year's level.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Feb. 1 1955	Feb. 1 1954	Feb. 1 1955	Feb. 1 1954	Feb. 1 1955	Feb. 1 1954	Feb. 1 1955	Feb. 1 1954
Metropolitan	6	5	5	6	—	—	—	—
Major Industrial	15	12	12	15	—	—	—	—
Major Agricultural	7	4	7	10	—	—	—	—
Minor	36	33	20	20	1	4	—	—
Total	64	54	44	51	1	4	—	—

\*See inside back cover, *Labour Gazette*.



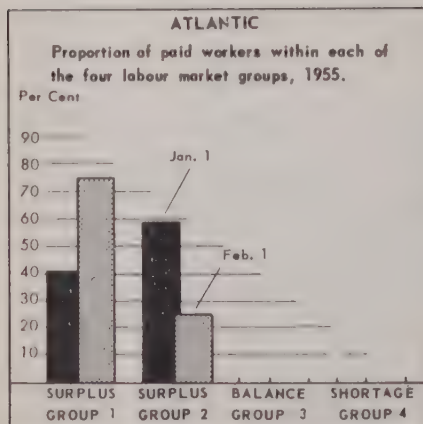
# CLASSIFICATION OF LABOUR MARKET AREAS, February 1, 1955

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	HAMILTON Quebec - Levis St. John's Vancouver - New Westminster Windsor WINNIPEG	Calgary Edmonton Montreal OTTAWA - HULL Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	BRANTFORD CORNER BROOK Cornwall Fort William - Port Arthur Farnham - Granby JOLIETTE LAC ST. JEAN Moncton New Glasgow NIAGARA PENINSULA PETERBOROUGH Sarnia Shawinigan Falls SYDNEY Trois Rivières	Guelph Halifax KINGSTON Kitchener London Oshawa Reyn - Val d'Or Saint John Saskatoon Sudbury Timmins - Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN CHATHAM LETHBRIDGE PRINCE ALBERT Rivière du Loup THETFORD - MEGANTIC ST. GEORGES YORKTON	BARRIE Brandon Moose Jaw North Battleford RED DEER Regina Saskatoon		
MINOR AREAS (labour force 10,000 - 25,000)	Bathurst BEAUMARNOIS Bracebridge BRIDGEWATER Campbellton Central Vancouver Island Chilliwack DAUPHIN Drummondville EDMUNSTON FREDERICTON Gaspé GRAND FALLS KAMLOOPS KENTVILLE MEDICINE HAT Montmagny NORTH BAY Newcastle Okanagan Valley Owen Sound PORTAGE LA PRAIRIE Prince George PRINCE RUPERT QUEBEC NORTH SHORE Rimouski Sault Ste Marie Sorel Ste. Agathe - St. Jérôme St. Stephen TRAIL - NELSON Summerside Valleyfield VICTORIAVILLE WOODSTOCK, M.B. Yarmouth	Bellefleur - Trenton BRAMPTON Cranbrook DRUMHELLER Galt Goderich Lachute - Ste. Thérèse Lindsay LISTOWEL Pembroke Simcoe ST. HYACINTHE St. Jean Stratford St. Thomas Swift Current Truro Walkerton Weyburn Woodstock - Ingersoll	Dawson Creek	

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



SEASONAL declines dominated the employment scene in the Atlantic region during January. Workers were still being released in construction and, since alternative employment was scarce, unemployment increased rapidly in all parts of the region. Pulp cutting was virtually completed by the end of the month but hauling operations were delayed because of mild weather. Consequently, many loggers were idle. The usual upswing in waterfront activity, however, provided more jobs than a year earlier because of the heavier grain cargoes being

shipped through eastern ports. As a result of these developments, the total estimated number of persons with jobs fell from 484,000 to 441,000 during the six-week period ending January 22, a figure 4,000 lower than the estimate for the same date a year before.

Seasonal increases in unemployment resulted in the reclassification of nine areas from the moderate to the substantial labour surplus category. With these changes, three of the 21 areas in the region were in the moderate and 18 in the substantial labour surplus category at the beginning of February. At February 1, 1954, six areas were in the moderate and 15 in the substantial surplus category.

### Local Area Developments

**St. Johns** (metropolitan). Remained in Group 1. Seasonal factors, which had caused a reduction of outdoor activity during November and December, became more pronounced in January and contributed to a further decrease in employment in fishing, construction and logging. On the whole, employment during January was equal to that of a year earlier but some activities, notably iron ore mining, showed year-to-year declines. Logging and the trade and service industries, on the other hand, maintained slightly larger staffs than a year ago.

**Corner Brook** (major industrial). Reclassified from Group 2 to Group 1. A considerable increase in seasonal unemployment occurred in the area since pulp-cutting quotas were reached at many of the camps early in the month. Logging employment generally was at an unusually low level for the season because hauling operations were delayed by insufficient frost and snow. In view of the volume of pulp cut this winter, however, labour requirements for hauling were expected to be somewhat greater this year than last.

**Sydney** (major industrial). Reclassified from Group 2 to Group 1. Markets for coal and iron and steel products showed no improvement during the month. As a result, these industries, which are the mainstay of the local economy, continued to operate below capacity. In mid-January temporary lay-offs occurred at three collieries but all of the workers involved were



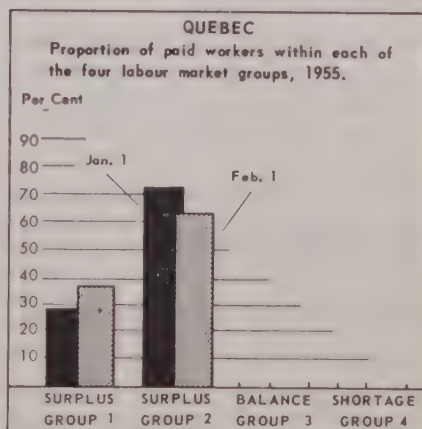
recalled by month's end. In the iron and steel industry approximately 1,000 persons were still working on short-time at the end of January.

**Charlottetown** (major agricultural) Reclassified from Group 2 to Group 1.

**Bridgewater, Edmundston, Fredericton, Grand Falls, Kentville, Woodstock** (minor). Reclassified from Group 2 to Group 1.

## QUEBEC

EMPLOYMENT in the Quebec region declined slightly more than seasonally during January. Non-farm employment fell as usual but farm employment dropped more sharply than usual and was estimated to be well below that of last year. On the other hand, employment in the woods was maintained at higher levels than a year earlier. The estimated number of persons with jobs declined by 58,000 in the six weeks ended January 22, 1955, compared with a drop of 52,000 in the comparable period a year ago.



The sharpest decline in employment occurred in the construction industry. Employment decreased further in the agricultural and transport industries, as well as in logging, where cutting operations were almost completed. The usual seasonal layoffs from stores, food processing and various light manufacturing industries resulted in increased unemployment among women.

Labour surpluses increased in almost all labour markets in Quebec during January and brought six areas from the moderate to the substantial surplus category by the end of the month. At the beginning of February, 18 of the 24 areas in the region were in the substantial and six in the moderate labour surplus category. A year earlier, 19 were in the substantial and five in the moderate surplus category.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. Winter weather resulted in extensive layoffs of construction, transport and other seasonal workers. Little change occurred in manufacturing activities apart from the regular year-end reduction in employment in the food and beverage industries. The number of persons claiming regular and supplementary unemployment insurance benefits in Montreal increased sharply during the month.

**Quebec-Levis** (metropolitan). Remained in Group 1. Numerous layoffs resulted from the seasonal contraction of the heavy construction program, but employment was again increasing in rubber, shoe and children's clothing manufacturing plants. Employment in the Levis shipyards remained at a low level.

**Lac St. Jean** (major industrial). Reclassified from Group 2 to Group 1. Employment declined in the logging industry as cutting operations were

completed, although the number at work was greater than at the same time last year. Construction continued to be seasonally slack. Mines in the Chibougamau area were awaiting completion of the hydro-electric power line before increasing operations.

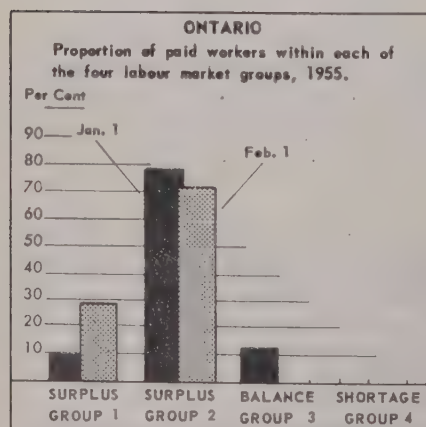
**Joliette** (major industrial). Reclassified from Group 2 to Group 1. Hirings were limited largely to snow removal work during January as activity was further reduced in the construction, transportation and manufacturing industries. Employment in the textile industry showed greater strength than a year earlier.

**Thetford-Megantic-St. Georges** (major industrial). Reclassified from Group 2 to Group 1. More than 2,000 men in the St. Georges area returned from the lumber camps in the State of Maine, where hauling was interrupted because of the heavy snow. Rehiring was underway in the primary and secondary textile industries at St. Georges. Construction was generally slack, aside from building activities at the Normandy mines.

**Beauharnois, Quebec North Shore, and Victoriaville** (minor). Reclassified from Group 2 to Group 1.

**St. Hyacinthe** (minor). Reclassified from Group 1 to Group 2.

## ONTARIO



DURING the six-week period ended January 22, employment in Ontario fell by 34,000, about the usual amount. The seasonal decline was fairly well distributed between the farm and non-farm sectors. The estimated number of persons with jobs at the end of the month was 1,874,000, almost the same as a year earlier. On the other hand, unemployment continued to be greater than last year, partly as a result of the rapid growth in the labour force.

The usual seasonal declines in construction, agriculture, transportation and trade occurred during the

month. Employment remained slow in most manufacturing industries but settlement of the Ford strike resulted in some improvement in motor vehicle and parts-producing centres of southern Ontario during the last week in January and the beginning of February.

At February 1, 1955, 12 of the 34 areas in the region were in the substantial labour surplus category and 22 in the moderate surplus category. A year earlier, six were in the substantial and 26 in the moderate surplus category and two areas were in balance.

### Local Area Developments

**Hamilton** (metropolitan). Reclassified from Group 2 to Group 1. Further seasonal declines in construction, together with some scattered lay-offs in the iron and steel, clothing, textile, and food and beverage industries,



brought the area into substantial surplus by the end of January. The situation was expected to show some improvement as Ford suppliers get back into production.

**Ottawa-Hull** (metropolitan). Reclassified from Group 3 to Group 2. The usual seasonal decline of construction work brought the area into the moderate surplus group.

**Toronto** (metropolitan). Remained in Group 2. Seasonal layoffs, together with continuing slackness in manufacturing industries, particularly iron and steel, increased labour surpluses but not sufficiently to necessitate reclassification of the area.

**Windsor** (metropolitan). Remained in Group 1. The Ford plant was back in production by the end of January and most of the supplier plants were expected to be back in full production early in February.

**Brantford** (major industrial). Reclassified from Group 2 to Group 1. Seasonal declines in construction and trade increased the surplus. Improvement in the machinery manufacturing industries increased the demand for skilled machinists but this was being met from near-by areas.

**Kingston** (major industrial). Reclassified from Group 3 to Group 2. Little hiring occurred in this area but manufacturing employment remained steady and construction was more active than a year earlier.

**Niagara Peninsula** (major industrial). Reclassified from Group 2 to Group 1. Little change occurred in the manufacturing industries during the month; employment in textile, electrical apparatus, and hardware and tool firms continued to be considerably lower than last year.

**Peterborough** (major industrial). Reclassified from Group 2 to Group 1. Apart from seasonal declines in outdoor activities, little change occurred in this area during the month. Electrical apparatus manufacturing continued slow but employment was firm in most other manufacturing industries.

**Barrie** (major agricultural). Reclassified from Group 3 to Group 2.

**Chatham** (major agricultural). Reclassified from Group 2 to Group 1.

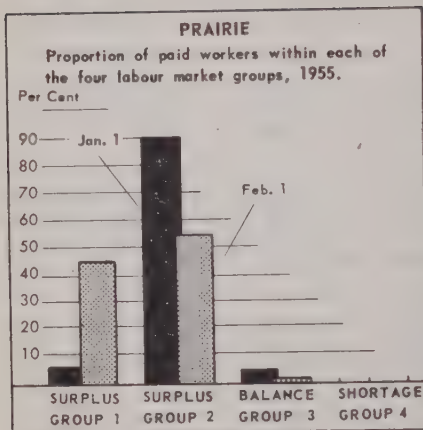
**Brampton and Listowel** (minor). Reclassified from Group 3 to Group 2.

**North Bay** (minor). Reclassified from Group 2 to Group 1.

## PRAIRIE

EMPLOYMENT in the Prairie region declined more than seasonally in both the farm and non-farm sectors, as seasonal activity approached its winter low point. The post-Christmas lull in retail trade, further slackening in construction and completion of pulp cutting in north-western Ontario resulted in the usual staff reductions during the month. It is estimated that the number of persons with jobs in the region decreased by 34,000 from December 11 to a total of 863,000 at January 22. This compares with a decline of 22,000 in the same period last year.

The general level of employment was slightly higher this winter than last, although there were great variations from industry to industry. Business activity was stimulated by continued growth in oil production and by the industrial expansion involved in the development of oil and



gas. At the same time, however, economic activity declined in a number of industries. The sharp year-to-year reduction in employment in the transportation equipment industry, caused by the combined effects of reduced grain freight shipments and dieselization of the railways, was particularly significant. In addition, trade establishments were less active this season than last, especially in rural areas, owing to a sharp decline in income from wheat.

Nine areas were reclassified during the month—two from the balanced to the moderate labour surplus category and seven from the moderate to the substantial labour surplus category. At February 1, 1955, of the 20 areas in the region, one was in balance, eleven were in the moderate and eight were in the substantial labour surplus category, compared with two areas in balance, 13 in the moderate and five in the substantial labour surplus category at February 1, 1954.

#### Local Area Developments

**Edmonton** (metropolitan). Remained in Group 2. Total industrial employment was maintained at a higher level than a year earlier but unemployment was also substantially higher, following an unusually heavy influx of farm workers from outlying districts. All non-agricultural industries recorded year-to-year increases in employment, as heavy investment in oil and gas development and large construction outlays stimulated business in the distributive and the related industries.

**Calgary** (metropolitan). Remained in Group 2. Construction remained unusually active for the season and was the principal reason for the year-to-year decline in unemployment.

**Winnipeg** (metropolitan). Reclassified from Group 2 to Group 1. A considerable increase in unemployment occurred in this area following layoffs in aircraft manufacturing and seasonal decline in construction and trade.

**Red Deer** (major agricultural). Reclassified from Group 3 to Group 2.

**Lethbridge, Prince Albert and Yorkton** (major agricultural). Reclassified from Group 2 to Group 1.

**Drumheller** (minor). Reclassified from Group 3 to Group 2.

**Dauphin, Portage la Prairie and Medicine Hat** (minor). Reclassified from Group 2 to Group 1.

#### PACIFIC

**EMPLOYMENT** in the Pacific region declined seasonally during January but remained significantly higher than a year ago. The low point in industrial activity for the winter was apparently reached in the last week



of the month, about two weeks earlier than in 1954. Most logging camps, aided by favourable weather, re-opened after the holiday and sawmill production, stimulated by strong lumber markets, continued at a high rate in most areas, although heavy snowfalls and log shortages interfered with operations in some parts of the region. Construction was somewhat more active than a year earlier. Some manufacturing industries were slack, largely because of seasonal factors; shingle and plywood mills were busier, and pulp and paper mills continued to operate at capacity. Herring fishing was still under way in coastal waters and wholesale and retail trade compared favourably with the January 1954 level. The estimated number of persons with jobs in the week of January 22 was 403,000; this was 16,000 lower than at December 11 but 15,000 higher than for January 1954.

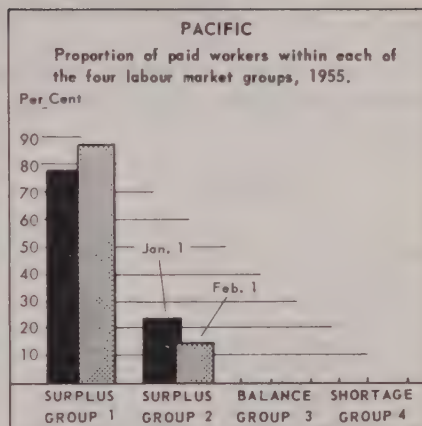
Three labour market areas were reclassified during the month from the moderate labour surplus to the substantial labour surplus category. At the beginning of February, eight of the ten labour market areas were in the substantial and two in the moderate labour surplus category. At February 1, 1954, nine areas were in the substantial and one was in the moderate labour surplus category.

#### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. Employment opportunities were about the same as in January 1954 but job seekers were more numerous because of an unusually heavy influx of workers from other areas. Logging camps were re-opened by most major operators and markets were good. Sawmills continued to be busy. Construction activity was slightly lower than in December. Some decrease occurred in several sectors of manufacturing, although shingle, plywood, and pulp and paper mills were active. Major expansion projects for the pulp and paper industry are expected to get under way in 1955.

**Victoria** (major industrial). Remained in Group 2. The employment situation was more favourable than a year ago, notably in logging, construction, textiles and transportation equipment manufacturing. The usual seasonal decrease in activity, however, occurred during the month and affected most industries. There was considerable delay in the resumption of logging after the Christmas holidays but by the end of the month good weather permitted a high level of activity.

**Kamloops, Prince Rupert and Trail-Nelson** (minor). Reclassified from Group 2 to Group 1.



# Current Labour Statistics

(Latest available statistics as of February 10, 1955)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 22	5,345,000	- 1.3	+ 1.4
Persons with jobs .....	Jan. 22	4,983,000	- 3.6	- 0.2
At work 35 hours or more .....	Jan. 22	4,470,000	- 3.1	- 0.5
At work less than 35 hours.....	Jan. 22	379,000	-15.4	+ 5.3
On short time .....	Jan. 22	55,000	+31.0	+ 1.9
Usually work less than 35 hours.....	Jan. 22	219,000	+ 0.5	+17.1
Other reasons .....	Jan. 22	105,000	-44.2	-11.8
With jobs but not at work .....	Jan. 22	134,000	+27.6	- 4.3
Laid off full week .....	Jan. 22	23,000	+43.8	0.0
Other reasons .....	Jan. 22	111,000	+24.7	- 5.1
Paid workers .....	Jan. 22	3,827,000	- 3.2	+ 0.6
In agriculture .....	Jan. 22	96,000	- 8.6	+23.1
Non-agricultural .....	Jan. 22	3,731,000	- 3.1	+ 0.1
Persons without jobs and seeking work..	Jan. 22	362,000	+46.6	+28.4
Registered for work, NES (b)				
Atlantic .....	Jan. 20	70,250	+41.7	- 1.4
Quebec .....	Jan. 20	175,717	+34.1	+ 3.3
Ontario .....	Jan. 20	174,790	+28.7	+23.0
Prairie .....	Jan. 20	83,867	+35.7	+16.2
Pacific .....	Jan. 20	64,958	+26.6	- 4.3
Total, all regions.....	Jan. 20	569,582	+32.6	+ 8.8
Ordinary claims for Unemployment				
Insurance benefit .....	Jan. 1	431,770	+57.3	+10.4
Amount of benefit payments .....	Dec.	\$19,428,206	+38.6	+15.1
Industrial employment (1949=100) .....	Dec. 1	112.1	- 0.4	- 1.8
Manufacturing employment (1949=100).....	Dec. 1	105.5	- 0.8	- 4.9
Immigration .....	Dec.	7,454	-14.0	- 8.7(c)
<i>Industrial Relations</i>				
Strikes and lockouts—days lost .....	Jan.	218,145	-	-
No. of workers involved .....	Jan.	11,106	-	-
No. of strikes .....	Jan.	16	-	-
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Dec. 1	\$59.61	- 0.3	+ 2.5
Average hourly earnings (mfg.) .....	Dec. 1	\$ 1.41	+ 0.5	+ 2.0
Average hours worked per week (mfg.) .....	Dec. 1	41.2	- 0.3	0.0
Average weekly earnings (mfg.) .....	Dec. 1	\$58.17	+ 0.2	+ 2.0
Consumer price index (av. 1949=100) .....	Jan. 1	116.4	- 0.2	+ 0.6
Real weekly earnings (mfg. av. 1949=100) .....	Dec. 1	119.6	+ 0.4	+ 1.4
Total labour income..... \$000,000	Nov.	1,028	- 0.8	+ 3.2
<i>Industrial Production</i>				
Total (average 1935-39=100).....	Nov.	254.9	- 0.5	+ 1.7
Manufacturing .....	Nov.	258.8	+ 0.3	- 1.9
Durables .....	Nov.	300.2	+ 1.5	- 4.9
Non-Durables .....	Nov.	232.2	- 0.7	+ 0.7

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Notes of Current Interest

## **Production in November Higher Than Year Earlier**

Industrial production in November was higher than in November 1953, the second successive month in which the corresponding 1953 index was exceeded.

The composite index number of industrial production for November stood at 254.9, up 1.7 per cent from 250.6 a year earlier, the Dominion Bureau of Statistics has reported. For the first 11 months of 1954, the index averaged 245.2, slightly less than 2 per cent below the same period of 1953.

Index components that rose in November were: manufacturing, to 258.8 but still 2 per cent below the 263.8 a year earlier; mineral production, to 227.5, up by more than 17 per cent; electricity and gas output, to 276.6, more than 13 per cent higher; non-durable manufactures, to 232.2, up slightly from the previous November's 230.7 and durable manufactures, to 300.2, still nearly 5 per cent below the 1953 figure.

Declines were recorded in the indexes for clothing production and output of transportation equipment and iron and steel products.

In the 11-month period, manufacturing output dropped 4.5 per cent compared with 1953. The durables component declined more than 8 per cent and the volume of non-durable manufactures fell by about 1 per cent. Mineral production increased nearly 12 per cent and the volume of electricity and gas output rose by 4.5 per cent.

At the beginning of November, the Bureau's index number of industrial employment stood at 112.5, down 0.8 per cent from October's 113.4 and 2.9 per cent from 115.9 in November 1953.

On the same date, the index of payrolls stood at 157.2, up 0.1 per cent from October's 157.1 but down slightly from the previous November's 157.4.

Per capita weekly earnings at November 1 averaged \$59.80, compared with \$59.25 a month earlier and \$58.14 a year earlier.

Hourly and weekly averages of earnings in manufacturing were higher in the week ending November 1, the average of weekly wages standing at \$57.84 compared with \$57.70 a month earlier and the average of hourly earnings at 140.4 cents compared with 139.7 cents.

## **October Labour Income Reached New High**

Labour income received by Canadian wage and salary earners in October reached a new high monthly total of \$1,036,000,000, up \$6,000,000 from September's \$1,030,000,000 and \$24,000,000 or 2.4 per cent larger than the preceding year's corresponding total of \$1,012,000,000.

For the January-October period the total rose 1.9 per cent to \$9,857,000,000 from \$9,677,000,000.

There were increases both in the month and cumulative period in labour income in agriculture, forestry, fishing, trapping and mining; utilities, transportation, communication, storage and trade; finance and services; and supplementary labour income. Declines were posted for manufacturing and construction.

## **Farm Cash Income Drops 12 Per Cent Last Year**

Cash income of Canadian farmers in 1954 was down 12 per cent from 1953's total and 15 per cent under the all-time high reached in 1952.

A preliminary estimate by the Dominion Bureau of Statistics places last year's cash income from the sale of farm products and from participation payments on previous year's Prairie grain groups at \$2,408,600,000. The estimate for 1953 was \$2,741,300,000; 1952's all-time high was \$2,826,600,000.

## **N.B. First to Complete Disabled Allowances Pact**

New Brunswick has become the first province to enter into an agreement with the federal Government for the implementation of the federal-provincial plan for providing allowances for disabled persons in accordance with the provisions of the Disabled Persons Act.

Other provinces are in the process of completing similar agreements with Ottawa.

When the Act is in full operation in all provinces, it is estimated that some 25,000 disabled persons will be receiving allowances.

## **Welfare Council Urges Meeting on Unemployment**

The Canadian Welfare Council last month urged all Canadian governments to bring about a federal-provincial conference that will take a fresh look at the whole problem of the needs of unemployed persons not protected by the Unemployment Insurance Act, in order to break the existing deadlock as to governmental responsibility and work out a program of assistance to this group.

In a memorandum forwarded to the federal and provincial governments and entitled "A Program for the Employable Unemployed: A Recommendation for Action to Canadian Governments", the Council stressed the urgency of the problem.

### **"Essential Needs Not Met"**

"Appeals by the Salvation Army in North Bay for 'donations of soup-bones, vegetables, and bread to feed transient men and their families', the re-introduction of used clothing drives in Windsor, the opening of soup-kitchens in Vancouver, and similar reports reaching the Canadian Welfare Council in recent weeks from many parts of the country, are evidence of the fact that there are still a great many unemployed workers in Canada whose essential needs are not being met," the memorandum declared.

The Council pointed out that unemployment insurance, including the current amendments to the Act, is a great help to many. "It is important to realize", stated the memorandum, "that benefits now extend to some 80 per cent of wage earners and hence the local authorities no longer face the major shock of unemployment."

"Unemployment insurance, however, does not and cannot meet the needs of all the unemployed. Many wage earners are in uninsured occupations. Many others remain unemployed for so long that they exhaust the protection that even the revised Act provides; still others, often new Canadians, have not had an opportunity to fulfil the minimum requirements of the Act before finding themselves in need. These are the people for whom for the most part no help from public funds is at present available."

The memorandum emphasized the distressing conditions arising from the plight of a person who is denied help by municipal authorities on the ground that he is "employable".

"Much of the distress and suffering referred to above is unnecessary and could be prevented", stated the Council. "What we require is a continuing public program,

supplementary to unemployment insurance and designed to meet the needs of those unemployed workers, whether many or few, who otherwise face hardship and destitution. Why have we not developed such an unemployment assistance plan? The answer, it appears to the Council, revolves around a jurisdictional dispute. The various levels of government for well over a decade now have not agreed as to whose obligation it is to meet the financial needs of the employable unemployed who are not covered by unemployment insurance."

The memorandum ended with this formal recommendation: "The Canadian Welfare Council urges all governments in Canada, federal, provincial and municipal, to take such action as may be required to bring about a conference on the subject of public assistance for the employable unemployed, in order to determine the most appropriate allocation of governmental responsibilities for meeting the needs of those unemployed persons not protected by the provisions of the Unemployment Insurance Act and to ensure that a program for this group is established with the least possible delay".

## **U.S. Unemployment Drops Contra-Seasonally in Dec.**

Contrary to the usual tendency to increase at that time of year, unemployment declined slightly in the United States from early November to early December—2,893,000 to 2,838,000—according to estimates made public January 7 by the Departments of Labor and Commerce. The December total is 525,000 above the same month in 1953.

Late last month the Labor Department predicted a "slight to moderate" pick-up in jobs in 100 major industrial areas during the first three months of 1955. Increases in employment will probably occur in automobile, aircraft, iron and steel, farm machinery, furniture, household appliances, apparel and shoe factories, the Department said.

Total civilian employment declined from November by 1,043,000 to a December total of 60,688,000. The decrease was attributed largely to seasonal factors. Despite the change, the December employment figure equalled that of a corresponding 1953 month for the first time in 1954, government officials said.

On December 25, insured unemployment was 1,684,000, compared with 1,389,600 on November 6. Initial claims for unemployment insurance benefits rose from 266,400 on November 6 to 303,500 on December 25 and 388,800 on January 1.



Employment in non-agricultural work dropped from 55,577,000 in November to 55,363,000 in December but was still 53,000 above the December 1953 level. Factory employment, which usually declines at that time of the year, was unchanged between November and December, mainly because of a 62,000 increase in the transportation equipment industry, particularly automobile plants.

The December factory employment figure of 16,019,000 was 663,000 below that of the previous December.

Factory production workers averaged 40.5 hours a week in December, three-tenths of an hour more than in November and three-tenths of an hour above December 1953. Average weekly earnings stood at an all-time peak of \$74.12, an increase of 55 cents above November's previous record.

According to the Bureau of Labor Statistics, the factory layoff rate was 16 per 1,000 in November, unchanged from October and contrasting with the rise usually occurring at that time of the year. Hiring, at 33 per 1,000, declined less than usual.

## **Rail Unions Weigh Results Of Arbitrator's Award**

At a three-day meeting in Montreal last month, representatives of 18 railway unions, assembled to discuss the possible effect on future negotiations of the arbitration award made by Chief Justice Gordon McG. Sloan (L.G., Jan., p. 52), decided to seek:—

1. Payment of a subsidy to the railways to enable them remove the "prevailing disparity in conditions" of their employees. (Mr. Justice Sloan recommended that "some fair share at least of this burden should be shouldered by the people of Canada from the national treasury".)

2. Changes in the procedure followed in the selection of conciliation and arbitration boards.

3. "Streamlining but not amendment" of the Industrial Relations and Disputes Investigation Act.

### **110 Delegates**

About 110 delegates representing 14 non-operating and four operating unions attended the meeting, which was presided over by Frank Hall, Vice-president in Canada of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). Mr. Hall was named chairman of a standing committee appointed at the meeting to study legislative proposals to the federal Government.

Later in the month, Claude Jodoin, President of the Trades and Labour Congress of Canada, said that if the demands of the railway workers cannot be met by the railways, "then consideration should be given to a government grant". He was speaking at a testimonial dinner given in his honour by the Montreal Trades and Labour Council.

## **U.K. Railway Union Wins Almost All Wage Demand**

Virtually all demands made by Britain's National Union of Railwaymen before it called a nation-wide strike have been granted. The strike was cancelled three days before its scheduled beginning, January 9, when the British Transport Commission made the Union "certain" promises (L.G., Jan., p. 42).

When the strike was called off, 60,000 of the Union's members were given increases of from 70 cents to \$1.12 a week. In mid-January the Union was awarded pay increases ranging from 98 cents to \$1.82 a week for 260,000 additional employees of the nationalized railroads.

The Union originally demanded a 15-per-cent increase.

## **Two Canadians Named To IAPES Committee**

Dr. O. E. Ault, Director of Planning and Development, Civil Service Commission, and Dr. E. C. Desormeaux, Secretary, Unemployment Insurance Commission, have been named Canadian representatives on a joint study committee fostered by the International Association of Personnel in Employment Security (IAPES) for furthering personnel development and job competency in employment security.

Others on the study committee are two representatives of the United States Bureau of Employment Security, two from the U.S. Civil Service Assembly and six from state employment security agencies. Three members of the IAPES executive, including President R. P. Hartley, Atlantic Regional Superintendent, UIC, will also serve on the committee.

The committee has been asked to blueprint a plan of action, methods and procedures for promoting increased job performance and public service by those in employment security work.

The joint study and advisory group has been called the International Joint Council on Personnel Development in Employment Security.

## **Article Examines Ways To Stabilize Employment**

Several methods to encourage employment stability are discussed at length by John L. McCaffery, President of the International Harvester Company, in the January issue of *Dun's Review and Modern Industry*, a Dun & Bradstreet publication. In his article, the author refers frequently to the experience of the farm implement industry and assesses the relative merits and disadvantages of the schemes suggested to create a more stable labour force.

### **Suggested Steps**

Among the steps cited by Mr. McCaffery to curtail employment fluctuations are the following:—

Diversification of products, which does help in stabilizing income and sales and in creating employment. By planning the production of goods on a year-round schedule of reasonably even employment, the same floor space, the same employees and many of the same tools may be used at different times of the year. One disadvantage to this approach, cited in the article, is that products must be manufactured considerably in advance of the season of sale and if climatic conditions change considerably, a major factor in the farm implement industry, products may exceed eventual sales requirements.

Careful forward planning, extensive market analyses and inventory controls, mentioned in the article as possible steps towards eliminating peaks and depressions in employment. These include economic forecasts of future selling years and reviews of all factors which affect the future market. The article points out again, that in industries where climatic conditions play a part in sales, future programs may be rendered useless by weather changes.

Expansion into new markets, particularly in overseas areas. This, the article states, has helped give employment at home but if an industry wishes to retain its foreign markets it will have to do an increasing share of its manufacturing in the foreign areas concerned.

The deferring of maintenance and construction work until such times as business conditions are slow, one of the methods often advanced for maintaining a stable labour force. This suggestion is termed of relatively little value because maintenance and construction jobs seldom employ the same workers as production jobs. In addition, the article warns, maintenance can be deferred only so long without threatening a possible breakdown in operations.

Subcontracting work in times of expansion and high production instead of increasing one's own facilities and thereby avoiding radical changes in employment. This method, the article says, is subject to criticism because the industry cannot be ruthless in dismissing its suppliers when the market turns down and then expect to have good suppliers when the upturn takes place. In addition, many industries can supply several of their items more efficiently and at a lower cost than any supplier, and "it doesn't seem to solve the public problem to preserve a steady work force on the payroll of Company A but have wildly fluctuating employment in the plants of its suppliers," Mr. McCaffery wrote.

In conclusion, the article cites three factors which have the "greatest effect" in preventing employment stability. They are: strikes, which have a chain reaction and affect interrelated industries; technological development and progress, which creates a certain instability and "is the price of progress"; and the free market, where the consumer can spend his money on goods of his choice or elect to keep his money to himself.

## **No Work Force Reduction Seen in Automatic Factory**

"It has been estimated that in a typical factory that turns over from semi-automatic to fully automatic production, as many additional maintenance workers will be required to look after the machinery and control devices as are replaced by the change of progress," reports *Scope*, British "magazine for industry," in an editorial entitled "Automation" in its December number.

The editorial points out that new jobs created by fully automatic production will be different ones; that higher technical education will be required (see L.G., Jan., p. 23) and while many replaced workers could be retrained for the change-over many would be unsuitable.

### **Questions Raised**

*Scope* raised the questions: Where is industry going to find enough of the new type of worker for the automatic factory? What is to happen to these unsuitables?

"The labour-saving possibilities of some of the latest equipment are so devastating" that some firms are reluctant to use it, the editorial says.

On the positive side, the editorial notes, "there are glittering opportunities of producing far more goods of far better design



at much lower cost—thus raising the output of wealth to new heights. For a country like this (England), which comes up against acute labour shortage whenever the demand for its goods rises above a sluggish minimum, greater output per man-hour is vital, and nothing offers such brilliant prospects of expansion as the general introduction of automatic methods”.

The editorial said the implications of the new techniques would be upsetting to traditional standards of management, administration, product design and manufacturing methods, and to prevailing ideas on employment and wages.

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### **Automation Will Produce “New and Better Jobs”**

Automation in industry is expected to produce new and better jobs rather than unemployment, it was said by speakers at the annual meeting of the Society of Automotive Engineers in Detroit last month. Automation holds the promise of greater output, bigger profits, and better products, they said.

One speaker said automation would make jobs more specialized but less monotonous.

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### **U.S. Oil Company Claims First Automatic Refinery**

What is claimed to be the first complete oil refinery unit to be operated by electronics has been installed by the Rock Island Refining Corp. at its Indianapolis refinery.

According to the *International Oil Worker*, published by the Oil Workers International Union (CIO), a new platforming unit with a daily capacity of 2,400 barrels has electronic controls that automatically adjust the unit for variations in temperature, pressure or flow. After the operator has set the mechanism for a given type of operation the electronic devices take over.

Transmitters measure temperature, pressure and flow and convert the readings into electrical signals that go to a controlling device that sends out signals to the control valves. The controller compares the signals to the set point fixed earlier by the operator. If the signals do not match exactly the pre-set signal, the controller adjusts its signals to the control valves, opening or closing the valves as necessary to bring the unit back into proper performance. These adjustments are made almost simultaneously, faster than a human controller can flick a control switch.

### **Assistant Appointed In Women's Bureau**

The appointment of Miss Mair Davies to the staff of the Women's Bureau of the Department of Labour as assistant to the Director, Miss Marion V. Royce, was announced last month.

Miss Davies was born in Portmadoc, North Wales, and came to Canada with her family at the age of seven.

In 1942 Miss Davies entered the CWAC as a private. She served in Washington and Victoria, B.C., and had been promoted to the rank of captain by the time she was discharged in 1946. She graduated in 1949 from McGill University with the degree of Bachelor of Commerce.

Miss Davies was employed in the Civil Service before her enlistment. Since that time she has worked in the Dominion Bureau of Statistics as an economist in the National Income Unit of the Research and Development Division and, since 1952, in the Research Division of the Department of National Health and Welfare, where she was concerned with studies of hospital and medical care.

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### **U.S. Secretary of Labor Names Woman Assistant**

United States Secretary of Labor James P. Mitchell has announced the appointment of Mrs. Alice K. Leopold as his Assistant in Charge of Women's Affairs. He indicated that she will review the U.S. Labor Department's plans to insure that specific provisions are made to develop materials and programs to contribute to a Department-wide program for the improvement of the status of women workers.

Mrs. Leopold will continue to serve as Director of the Department's Women's Bureau.

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### **Occupational Monograph On Hospital Jobs Issued**

A new occupational guidance publication entitled *Hospital Workers (Other than Professional)* is now available. Prepared by the Department's Economics and Research Branch, it is another in the “Canadian Occupations” series.

Information concerning the educational requirements, duties, training and employment outlook for semi-professional and non-professional occupations found in a hospital is contained in the monograph. A companion pamphlet, designed for students, summarizes the monograph.

## **Senator Wants Change In Retirement Age**

"It is time we realized that the chronological yardstick for measuring the earning ability, capacity and powers of men and women should be changed," said Senator Nancy Hodges in a Senate address January 12.

Senator Hodges noted that while science predicts longer life spans the feeling in Canada seems to be: "Too old at 45" and "Get out at 65". She said people seeking jobs at 40 were told they were too old. People were being automatically pensioned at 65, some of them left in tragic circumstances.

The city of Victoria, Senator Hodges pointed out, had the highest ratio of over-65 citizens in Canada, one in every six. About 14 per cent of unemployed listed in Victoria, she said, were 65 or over.

### **"Some Good Until 80"**

"Some people are too old at 35, while others can go on doing a good job until 80," Senator Hodges said. "What would this world have done had Sir Winston Churchill been told to get out at the age of 65?" She had known of cases, the Senator said, of men being compelled to leave their jobs at 65, "probably at the height of their experience and skill, and suddenly feeling so frustrated that they have not lived long afterwards".

She told the Senate: "We shall have to change our thinking and I think the Government should start to give the lead in that direction". Concluding, the Senator said: "I think all the civilized countries of the world will have to look into this problem of the older people. Unless we want to become nations of preponderantly old folks, so-called, at 40 years and over, we shall have to change our present-day estimate of old age."

## **Advocates Retirement At 70 in United States**

"It comes as a shock to us to realize that the United States is no longer a young nation," said Leonard W. Mayo, Chairman of the Commission on Chronic Illness, in an interview last month with the *New York Times*. Despite that fact, many productive persons are retired to idleness only because they become 65 years old, he added.

The retirement age in the United States should be raised, Mr. Mayo thought, from 65 to 70 years because of the rapidly increasing population of the Communist

countries. "Our objective must be to conserve life and extend the productive years if we are to maintain and man a democratic stronghold in the face of rapidly increasing population in the Communist nations.

"It should be possible," Mr. Mayo said, "to establish policies whereby retirement, like employment—at least up to the age of 70—is placed on a selective basis so that those who are able, competent and in good health could spend a few more years in a productive capacity."

### **Illustrates Ageing Trend**

To illustrate the nation's ageing trend Mr. Mayo pointed out that between 1940 and 1953 the population of the United States in the age group 1 to 17 increased 29 per cent and in the group 65 and over it rose 47 per cent; but in the group now carrying the brunt of the nation's work—18 to 64—the increase was only 10 per cent.

"On the one hand," Mr. Mayo continued, "we are retiring competent and experienced people at 55, 60 and 65 who are healthy and whose life expectancy is good, and on the other we are desperately trying to recruit seasoned and well-trained personnel for business, industry and the professions.

"In the face of this," he said, "it would seem sensible, if not essential, to review our retirement policies which were established in large part during the depression and in a shrinking rather than an expanding economy."

## **6 of 10 Men in Britain Choose Not to Retire**

A survey made in Britain of the reasons why persons retire or remain at work after reaching the minimum pensionable age revealed that six men out of every ten, on reaching the age of 65, stayed on at work. The proportion of women\* (minimum pensionable age 60) was four out of ten.

The same proportion as revealed for men in the British survey was found in a survey of employees of a New York utility company (L.G., Jan., p. 22).

Both men and women who remained at work gave as their main reason "financial need". Forty-five per cent of the men gave this as their reason for staying on; 25 per cent replied "feel fit enough" and

\*Owing to the special arrangements for married women in the National Insurance scheme, the inquiry covered only women insured on their own account, hence comparison of the data with those of men is restricted.



20 per cent "prefer to work". Half of them also stated that the prospect of extra leisure deterred them from giving up work.

Although 93 per cent of the men said they knew that a higher rate of retirement pension could be obtained by staying on at work, only seven in a thousand said that this was their reason for doing so.

Under the scheme, pension is payable, normally at the maximum increased rate, at age 70 whether a man has retired from work or not. Of all the men over this age, 21 per cent were still working. More than four in every ten stated they were doing so for financial reasons; three in ten that they preferred to work; and one in ten that they felt fit enough to go on.

Two main reasons were given by those men retiring at the minimum pensionable age; "employers' action" (28 per cent) and ill health or work strain (28 per cent). Chronically sick accounted for 25 per cent; the remainder gave a variety of reasons, such as the desire for rest or leisure.

#### **Age Limit**

More than eight out of ten men giving as the reason employers' action said it was because of an age limit (65 was the most common). Three out of four said they would have been willing to go on working with their old employers and most of them said they would have been willing, if necessary, to adapt themselves to other types of work in order to be kept on.

Employers' pension schemes were, in general, associated with a high rate of retirement at age 65. Of all men reaching 65, three out of every ten were covered by employers' pension schemes.

The inquiry covered 29,000 insured men and women and was conducted in the fall of 1953 by the British Ministry of Pensions and National Insurance, under the guidance of the National Advisory Committee on the Employment of Older Men and Women.

### **Britain Raises Amounts Of Retirement Pension**

On December 1, the British Government announced its intention to increase retirement pensions, effective next April. The proposed new rates are 55 per cent higher than those laid down in 1946, when the scheme was designed.

At the minimum pensionable age (60 years for women and 65 for men), the weekly rate will be 40s. for a single person and 65s. for a married couple. The present rates are 32s. 6d. and 54s. respectively.

Pensions at present cost the Treasury about £370 million per annum. The extra cost of the increases will be £80 million in the first full year, rising progressively to £130 million by 1979.

The National insurance scheme is not all-embracing. A possible million persons were too old to join the scheme when it started in 1948 and half as many again are "late-age entrants", only qualifying for pensions after ten years. Others have deferred retirement. At present there are about 7,000,000 persons over the accepted age of retirement but only some 4,750,000 are drawing pensions. By 1979, the number of old persons will be more than 9,000,000, more than 7,500,000 of whom will be drawing pensions.

### **NAM Critical of Recent Social Security Changes**

"Today's bargain benefits with the cost passed on to future wage earners, today's easy eligibility requirements, are sugar-coated for present taxpayers," the National Association of Manufacturers in the United States charged as it criticized the 1954 amendments to the Social Security Act as not being "consistent with the objectives of a sound program of old-age care within a free society".

#### **Future Will Condemn**

The Association, in a report based upon a study of retirement security issued December 21, said that future generations will condemn the present one for "generosity to ourselves at their expense". The report said that high employment and earnings, improved opportunities by savings and investment and more job openings for older persons should allow most Americans to be financially self-sufficient throughout their working lives and in retirement also.

If the nation's economy continues to expand, most Americans may be able to provide for themselves in their later years and the need for Government-provided social security and public assistance may decrease, the report said. The study warned that continuation of "today's bargain benefits" to old persons would ruin future taxpayers and destroy among persons of advancing age the will to self-support.

The NAM study recommended that old-age benefits be regarded as "a basic minimum layer of protection" and that the federal scheme "avoid relating benefit changes to short-term changes in the cost of living".

## **Canada's Social Security Cost \$80 per Head in '51**

Social security benefits paid per head in Canada in 1951 amounted to \$80 in terms of U.S. dollars, according to a statistical study prepared by the International Labour Office for discussion at the ILO's first European Regional Conference in Geneva late last month.

Amounts paid in 1951 in some of the other countries listed (per head of population in U.S. dollars) were: United Kingdom, \$70; New Zealand, \$102; Australia, \$51; Ceylon, \$3; Union of South Africa, \$9; Ireland, \$25; Germany (Federal Republic), \$78; France, \$96; and the United States, \$75.

## **Housing Sets Records In 11 Months of 1954**

Boosted by further gains in November, residential construction in Canada set new records in the first 11 months of 1954. Completions were 6 per cent higher and starts 9 per cent higher than in the corresponding period of 1953. Units under construction at the end of November showed an increase of 8.4 per cent over 1953.

Starts in the first 11 months of 1954 exceeded by 5.6 per cent those in the full year 1953.

Starts in November numbered 9,764, an increase of 17 per cent over the 8,339 a year earlier. November completions totalled 11,246, a rise of 6 per cent from the 10,608 in November 1953.

For the January-November period, the cumulative total of starts was 107,188, compared with 98,317 in the first 11 months of 1953 and 102,409 in the full year 1953.

Completions in the first 11 months of 1954 numbered 90,573 compared with 85,124 in the like period of 1953 and 96,839 in the full year 1953.

The number of units under construction at the end of November climbed to 73,746 from 68,013 a year earlier.

## **November Housing Starts Unusually High in U.S.**

• Non-farm housing starts in the United States totalled 103,000 in November, setting a new record high for the month, according to the U.S. Department of Labor. The number of new dwelling units put under construction was 26 per cent above the November 1953 figure and represented an unusually small decline (3 per cent) from the previous month. Housing starts usually drop from 10 to 15 per cent between October and November.

Privately-owned housing starts alone numbered 102,700 in November 1954. On a seasonally-adjusted basis, this represented an annual rate of 1,385,000 units, greater than the rate for any month since the record-breaking summer of 1950.

The total of 1,122,800 new non-farm dwelling units (private and public) started during the first 11 months of this year was 8 per cent above the 1,038,000-unit total for the corresponding 1953 period, despite a reduction in public housing from 34,200 to 17,800 units.

## **Two Million Houses Built In U.K. Since War's End**

The United Kingdom Minister of Housing and Local Government said last month that almost two million permanent houses have been built in Britain since the war, making possible the re-housing of six million persons.

He said that an average of one out of eight persons was now living in a post-war house.

## **France Ups Financial Aid For Housing Construction**

The French Cabinet recently approved measures to hasten solution of the housing shortage, termed one of France's primary economic and social problems.

A major decree issued by the Government at the end of 1954 greatly increased financial aid for the construction of apartments renting at moderate rates. About 90,000 such apartments are planned for this year, compared with 55,000 built in 1954.

Housing authorities hope that 210,000 new dwellings will be built this year, and the aim is to increase the building rate in the following years to 240,000. Special centres are to be opened for training qualified workers in the construction trades.

## **700 Canadians Employed On Seaway Last Month**

The number of Canadians employed on the St. Lawrence Seaway had risen to 700 by mid-January. A month earlier only 500 were working on the project (L.G., Jan., p. 25).

The total included office staffs, Hydro fieldmen and employees of contractors.

A further increase in the number employed on the Seaway is expected in the Spring.



## **Milltown Textile Plant Re-opened by Union**

At the beginning of the year, the textile plant in Milltown, N.B., was re-opened on a co-operative basis by members of Local 858, Textile Workers Union of America (CIO-CCL) following a two-month shut-down when the mill's management ceased operations because of increasing competition in the industry (L.G., Sept., 1954, p. 1228). Close to 300 workers are now at work, all being members of the co-operative and who invest in the mill out of their pay.

Operations at the plant ceased on October 28 after having been the main source of employment for 73 years for the population of Milltown and St. Stephen. Only a little more than a year ago the factory, where synthetic yarns were woven into coat linings, suit lengths and automobile seat covers, employed 800 persons.

Under the new system, if a profit on the operations is shown, the members will decide whether to declare a dividend or plough the profits back into the mill. The carding and spinning departments have been re-opened on a six-month trial basis.

Approximately 1,100 workers of a Deep-freeze plant in Chicago opened the new year by buying stock in an attempt to block the sale of their company. Under the scheme, the workers in the Deepfreeze Appliance Division, members of the AFL Auto workers, will seek to obtain 300,000 of 486,304 outstanding shares of the company's common stocks.

It is reported that the union members fear a change in ownership or management may mean a loss of many contract benefits and fewer jobs. The stock-buying plan is termed "a vote of confidence in the present management and a move to support and preserve it".

## **Textile Industry Output Down Slightly in 1952**

Canada's textile industry produced \$1,597,292,851 worth of goods in 1952, a drop of less than 2 per cent from the 1951 production value of \$1,626,489,328, according to *General Review Of All Textiles*, published by the Dominion Bureau of Statistics.

Despite the small over-all percentage drop the year was one of fluctuating activity in the industry. The output of the clothing group rose by about 9 per cent to \$853,151,206 from \$780,012,025; but the production of other textiles fell by more than 12 per cent to \$744,141,645 from \$846,477,303.

Cotton textiles, the largest component of textiles except clothing, reported a gross value of production of \$246,397,090 in 1952 compared with \$297,285,085 in 1951, a drop of 17 per cent. The output of the wool textiles fell by 21 per cent from \$192,217,597 to \$150,935,470 and synthetic textiles and silk by 5 per cent from \$166,549,897 to \$157,628,515.

The clothing group on the other hand operated at record level. Several of the industries, notably knitted goods, reported activity somewhat below 1951 but for the group as a whole it was a banner year. Men's, women's and children's factory clothing industries accounted for the major portion of the group's advance, their output increasing from \$482,176,234 in 1951 to \$550,054,898, a 14-per-cent gain. Production of the children's factory clothing industry jumped by nearly one-fourth to \$42,071,853 from \$33,768,340.

## **Murray Cotterill Returns To Steelworkers H.Q.**

Murray Cotterill, for the last two years special representative of the United Steelworkers of America (CIO-CCL) in Western Canada, returned to Toronto last month to resume his former position of Director of Public Relations for the union. He succeeds Jack Williams, who has resumed the position of Director of Public Relations for the Canadian Congress of Labour.

## **Union Membership in U.K. Dropped Slightly in 1953**

Trade union membership in the United Kingdom totalled 9,461,000 at December 31, 1953. This was a drop of 63,000 from the peak figure recorded one year previously.

Both male and female membership declined. The number of males recorded at the end of the year was 7,701,000, a decrease of 0.6 per cent, and the number of females 1,760,000, a decrease of 0.8 per cent.

Trade unions numbered 687, five fewer than at the end of 1952. Absorption of smaller unions by larger unions partly accounted for the decrease.

Although the tendency towards amalgamation has resulted in a progressive decline in the number of separate unions, 387 of the 687 unions had a membership of fewer than 1,000 each; 317 had fewer than 500 members. Approximately two-thirds of the aggregate membership was accounted for by the 17 largest unions.

## **CMA Recommends Cuts In Income, Excise Taxes**

A tax reduction as an aid to employment and lower prices was recommended in a brief sent to the Hon. Walter Harris, Minister of Finance, January 19 by the Canadian Manufacturers' Association. The Association said that a reduction in personal income taxes might well stimulate employment by providing increased purchasing power.

### **"Abolish" Special Taxes**

With respect to the excise tax, the CMA called for the abolition of the 15-per-cent and 10-per-cent special taxes on such commodities as automobiles, radios and stoves. With exports down 5.6 per cent in volume and eight per cent in value for the first nine months of 1953, the need for greater flexibility in the cost and price structure was real, the Association said.

## **Eisenhower Proposes Minimum Wage Increase**

In his annual State of the Union message delivered to the United States Congress January 6, President Eisenhower called for the enactment of a 90-cent-an-hour minimum wage law with extended coverage, instead of the present 75-cent-an-hour rate. The extended coverage would include mainly workers in agriculture, farm processing and retailing.

(In his annual message to the New York legislature, Governor Averell Harriman urged that the state formally memorialize Congress to increase the minimum wage to \$1.25 an hour. Governor Harriman's appeal was backed by New York City's Clothing Manufacturers Exchange, representing 336 companies with 40,000 employees, which went on record as favouring a 50-cent rise in the present minimum.)

Amendment of the Taft-Hartley Act along the lines laid down last year by the President was urged in the annual statement.

The President called for the creation of an office of the Co-ordinator of Public Works which would give more "emphasis and continuity" to essential co-ordination of federal, state and local agencies in the planning and execution of public works throughout the country.

Among the other measures called for by Mr. Eisenhower were the following:—

Enactment of a federal health reinsurance program as well as a program to improve medical care for those who receive federal-state public assistance.

Continuation of the program of technical aid for underdeveloped countries.

General pay increases for all federal workers, including postal employees.

## **France's Minimum Wage To be Strictly Applied**

Premier Mendes-France outlined to the French Government recently his plan for a stricter application of the country's minimum wage law.

The Premier said he has asked all industries to negotiate contracts and to apply strictly the rule that puts the minimum wage at between \$61 and \$70 per month. Those industries that cannot apply this, he said, will be able to obtain credits from the Government's reconversion fund.

## **Eisenhower Predicts High Employment, Production**

Continuing economic expansion and a "high and satisfactory level of employment and production" were predicted by President Eisenhower in his annual Economic Report to the United States Congress on January 21. Mr. Eisenhower predicted that in ten years the gross national product would rise from the current annual level of \$360,000,000,000 to \$500,000,000,000.

### **President's Conclusions**

Referring to 1954's "transition from contraction to recovery," the President drew the following conclusions:—

Wise and early action by Government can ward off serious difficulties later.

Contraction may be stopped completely even when government expenditures and budget deficits are declining if effective means are taken for building confidence.

Monetary policy can be a powerful instrument of economic recovery so long as the confidence of consumers and businessmen in the future remains high.

Automatic stabilizers such as unemployment insurance and a tax system that is elastic with respect to the national income can be of material aid in moderating cyclical fluctuations.

A minor contraction in the United States need not produce a severe depression abroad.

An expanding world economy can facilitate United States adjustments in its own economy.

Mr. Eisenhower reiterated his request for the establishment of an Office of Co-ordinator of Public Works Planning as a preparedness step which might cushion a future economic slump.



He said:

A problem of great interest in this connection is the stimulation of public works planning in states and localities. Many smaller communities have projects within their master development plans for which funds are not immediately available to produce preliminary engineering surveys and designs. Assistance to such communities would help them to develop plans for public works ready for initiation, which otherwise would take months to prepare in case of need. Such a reservoir of planned public works should be of considerable magnitude to be effective. The sum of \$1,500,000 made available by the Congress last year for planning advances—that is, interest-free loans—to states and municipalities was a good beginning but no more than that. It is recommended that the Congress enlarge substantially the appropriations for planning advances, and that a revolving fund be established for this purpose.

#### **"Need is Continuous"**

Mr. Eisenhower concluded: "The need of building a reservoir of 'ready-to-go' projects has been recognized in three separate programs of planning advances, established by the Congress within the past decade. This experience indicates that the need for preparedness, being itself continuous, is not well met by programs of limited duration."

### **CMA Brief Criticizes Increase in Imports**

Increased import into Canada of manufactured goods has caused serious injury to many manufacturers and unemployment in many Canadian plants, the Canadian Manufacturers' Association charged in a brief submitted last month to the Hon. J. J. McCann, Minister of National Revenue. The Association suggested certain amendments to the Customs Act as a means of determining the fair market value of such goods.

The CMA said that its proposed amendments did not in any way conflict with the General Agreement on Tariffs and Trade.

### **Commodity Imports Drop 3% in First 10 Months**

The value of Canada's commodity imports declined 7 per cent in October and slightly more than 8 per cent in the first ten months of 1954 when compared with a year earlier, the Dominion Bureau of Statistics has reported.

Total value for October was \$333,100,000 compared with \$358,300,000 a year earlier, bringing the January-October total to \$3,384,400,000 in 1954 compared with \$3,693,000,000 in 1953.

A 5.5-per-cent drop in volume was the main factor in reducing the total value of imports in October; prices were down 1.4 per cent. In the January-October period, volume averaged 8.5 per cent lower but prices were slightly higher.

In the ten-month period, two groups, agricultural and vegetable products, and wood and paper, rose in value. The largest decreases occurred in fibres and textiles, iron and products, non-ferrous metals and non-metallic minerals.

### **November Immigration 38% Less Than Year Ago**

The number of immigrants to Canada in November was 38 per cent below that for November 1953; the number for the first 11 months of 1954 was down 7 per cent compared with the corresponding period in 1953, according to figures released by the Department of Citizenship and Immigration.

In November, 8,664 persons entered Canada, compared with 13,916 in November 1953. Of these, 3,199 were from the British Isles, 859 from the United States, 2,114 from North European countries, and 2,492 from other countries.

Immigrants totalled 146,773 for the first 11 months of 1954, compared with 157,638 for the same period in 1953.

In the first 11 months last year, 4,261 Canadians returned from the United States, compared with 4,332 in the corresponding months in 1953.

### **B.C. Adds Two Members To Labour Boards**

Two new appointments to the province's Labour Relations Board and the Board of Industrial Relations were announced in December by British Columbia's Labour Minister Lyle Wicks.

D'Arcy Baldwin, Managing Secretary of the Road Builders and Heavy Construction Association and former chairman of the labour board, and Pen Baskin, representative of the International Steelworkers of America (CIO-CCL), were the two appointees.

The appointments bring the membership on the boards to seven. Other members are Provincial Deputy Labour Minister Bill Sands, Mrs. Rex Eaton, Charles Murdock, Pat Young and Al Little.

The Labour Relations Board and Board of Industrial Relations have separate duties but the same membership.

## **Bill Asks Jobless Benefit For N.Y. Farm Workers**

Two bills introduced in the New York State Legislature last month would remove agricultural labour from its present coverage exemption under the state's Unemployment Insurance Law.

Among other bills relating to unemployment insurance coverage introduced at the legislature were:—

### **Number of Employees**

Two bills that would make employers of one or more workers liable for state unemployment insurance taxes, including employers of one or more domestic servants. The law at present makes only those employers having four or more workers liable for unemployment insurance taxes.

A bill that provides that domestic servants could be grouped with an employer's other workers in determining liability under the Unemployment Insurance Law. Under the existing law an employer's domestic workers are considered separately from his other employees and he is liable for taxes with respect to his domestic servants only if he employs four of them.

### **Exempted Organizations**

A bill that would continue to exempt only religious organizations but would extend compulsory coverage to other types of non-profit organizations. At present non-profit religious, charitable, scientific, literary, or educational organizations are not liable for taxes (except with respect to persons employed temporarily and solely for construction).

A bill that would remove the suspension of unemployment insurance benefit rights in cases where the person is not an active participant in an industrial controversy, or where the dispute occurs in a place of business of the person's employer other than the one which the person himself is actually employed, or where a shortage of materials occurs in the place of work because of an industrial dispute elsewhere. The law at present imposes a seven-week suspension of benefit rights on a person who becomes unemployed because of a strike, lockout, or other industrial controversy.

A bill to make benefits payable for 39 weeks. At present benefits are payable for 26 weeks in a year.

A bill to add an allowance of 20 per cent of a person's benefit rate for each of his first three dependents, or not more than 60 per cent of benefit rate.

## **Govt. Labour Officials To Convene in Toronto**

The International Association of Governmental Labour Officials will hold its next convention in Toronto, August 23 to August 26, it was decided at the Association's latest executive board meeting in Washington.

Leading topics for consideration at the convention were set by the board as: (1) mediation and conciliation; (2) co-ordinated labour departments; (3) industrial safety and health.

J. B. Metzler, Ontario's Deputy Minister of Labour, Association President, presided at the board meeting.

## **Cement Workers' Chief, Wm. Schoenberg Retires**

The retirement of William Schoenberg as General President of the United Cement, Lime and Gypsum Workers' International Union (AFL) was announced last month. He completed his term of office on January 1, 1955, and will now hold the title of General President Emeritus.

Mr. Schoenberg has headed the Union since it was chartered by the AFL in 1939. Prior to that he was the AFL mid-west Regional Director.

Felix C. Jones, since 1948 Assistant to the General President, was elected to succeed Mr. Schoenberg.

## **Fur Union Votes to Join AFL Butcher Workmen**

The International Fur and Leather Workers Union (independent) at a special convention last month voted overwhelmingly to merge with the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL).

The merger will become effective if a majority of the 113 fur and leather locals approve the convention's action in a referendum vote that must be completed by the 22nd of this month.

The proposed agreement of merger provides for establishment of a fur and leather department in the butchers' union, with power to set its own economic policies and elect its own officers and with representation on the Amalgamated's international executive board.

The fur union was expelled from the Congress of Industrial Organizations five years ago on charges that it was Communist-dominated. The butchers' union has also been discussing a merger with the United Packinghouse Workers of America (CIO).



## **Labour Briefs Presented to Provincial Govts.**

### **CCL Federation Alarmed Over N.S. Unemployment**

Concern over the "alarming situation" in Nova Scotia's coal and steel industries was expressed in the annual brief of the Nova Scotia Federation of Labour (CCL) presented to the provincial cabinet January 17. Federation President Syd Oram said that there had been an "acute increase in the number of unemployed" which, coupled with a sharp decline in job opportunities in the basic industries of coal and steel, "has created situations little short of desperate in many areas".

The brief urged the cabinet to press the federal Government to establish a national fuel policy to aid the coal industry. "The Nova Scotia coal industry needs a market of at least 7,500,000 tons per year if it is to operate at full capacity and therefore show a better performance to cost," the brief said. Present production runs to less than 6,000,000 tons a year.

The provincial Government was asked to use only coal in heating all public buildings and the change-over to diesel locomotives by the Canadian National Railways was said to be "jeopardizing" national defence, as it made Canada dependent on imported diesel oil, which might be cut off in wartime.

An investigation by the provincial Government of the operations of the Dominion Steel and Coal Company "with a view to having an announced statement of future policy regarding their operations in this province" was urged by the CCL organization. The brief said that last year the Federation had asked the Company to expand its Sydney plants and to produce more diversified steel products and "because this was not done we now find ourselves with some 1,400 steelworkers unemployed".

Concerning unemployment, the labour brief said the federal Government should be asked to assist by granting subsidies that would encourage secondary industries to enter the province. President Oram said that in Pictou County alone there were 2,500 unemployed workers, forced out of jobs by the closing of the coal mines in the area.

Among other requests made by the Federation were the following:—

That the federal Government and the Canadian Maritime Commission be approached for the construction of a Canadian merchant fleet of "fast competitive cargo and passenger ships".

More assistance to fishermen.

Establishment of fisheries and labour departments in the Nova Scotia Government.

### **TLC Federation in N.B. Seeks Chignecto Canal**

An urgent recommendation that the Chignecto Canal be constructed was featured in the annual brief presented January 12 to the New Brunswick Government by the New Brunswick Federation of Labour (TLC). The labour federation said that it had the right "to expect practical consideration of the claims of this province" for the canal, as completion of the St. Lawrence Seaway "will undoubtedly cause loss of livelihood in the province".

The Federation said that it had consistently supported "those public-spirited groups" who had been fighting for the construction of a ship canal through the Isthmus of Chignecto. "We believe that now is the psychological time to offer renewed and vigorous demands for the immediate construction of this waterway. We realize this is a federal proposition but we believe our provincial government is in a very strong position at this time to exert pressure on Ottawa authorities for immediate action towards construction of the Chignecto Canal," the brief said.

Permission for unions of employees of Government boards and commissions to be certified as bargaining agents upon the approval of the Lieutenant-Governor in Council was praised by the Federation which at the same time voiced its disapproval of the fact that no such union has yet obtained certification.

In addition, the labour body called for increases in workmen's compensation payments, public works to combat unemployment, expansion of low-cost housing programs and amendments to the mothers' allowances legislation.

### **N.B. Labour Council (CCL) Also Wants Canal Built**

Demands for the construction of the Chignecto Canal, new bridges across Saint John harbour and Marsh Creek, and a program to improve bridges in the province as a whole were prominent among the requests contained in the annual brief of the New Brunswick Council of Labour (CCL) presented to the provincial Government January 12. Headed by Council President R. Lloyd Cherry, the CCL body described the Chignecto Isthmus as "a serious impediment to coastal and inland marine transportation".

"The great mineral discoveries of the Ungava Peninsula and those in the Bathurst area of our own province, with improved transportation facilities on the Atlantic Coast (through construction of the canal), would greatly influence both Canadian and American industries in these sections," the brief said. "This in turn would undoubtedly bring to a head the Passamaquoddy power development, as advocates of the projects in the United States have constantly maintained that a Chignecto Canal would influence greatly industrial development of the Atlantic Coast region of New England".

The brief said that with industrial expansion along the Atlantic coast section of New Brunswick and Nova Scotia, a sufficient market would be created which would make possible the development and economic distribution of Passamaquoddy power.

Provincial government action, in co-operation with civic, municipal and federal government agencies for the construction of bridges across Saint John harbour and Marsh Creek, were urged by the labour body in view of the "considerable time" now needed to cross the harbour and the "bad repair" of the bridge now spanning the creek.

Referring to New Brunswick bridges generally, the CCL Council complained that their narrow width posed a real threat to the safety of the motoring public.

### **Rail Unions Frown on Trailer Trucks on Roads**

A request that "large trailer trucks" be discouraged from using the highways so that there would be more inducement to carry the trailers by rail high-lighted the annual presentation of a brief to the Quebec Government by the Quebec Joint Legislative Committee of the Railway Transportation Brotherhoods on January 12. In addition to calling for a strict enforcement of the present regulations regarding trucks, the Brotherhoods called for more restrictions and changes such as an increase in the tax on diesel fuel to a rate 50 per cent higher than the tax on gasoline.

Among other requests which the rail unions presented to Premier Maurice Duplessis were the following:—

Establishment of a national board for the regulation of interprovincial highway transport.

Removal of the provincial ban on the sale and consumption of oleomargarine.

Increases in allowances and fees paid to juries.

Provincial co-operation in the establishment of a national health insurance plan.

### **Quebec CCL Federation Condemns Bills 19, 20**

The Premier of Quebec has stated that his Government will never recall the Padlock Act or the laws forbidding communist infiltration in trade unions and strikes in public services (Bills 19 and 20).

The Hon. Maurice Duplessis made these statements to the delegation of the Quebec Federation of Industrial Unions (CCL) when it presented its annual brief to the provincial cabinet in mid-January.

Mr. Duplessis added that he will not appoint a member of the Canadian Congress of Labour to the Labour Relations Commission, as a bill adopted in 1951 authorizes him to do, so long as the CCL is opposed to the padlock legislation and to Bills 19 and 20.

"We cannot appoint a representative who will fight the laws of the Government," he said.

The Federation said that it deplored the tendency of the province's Minister of Labour to appoint practising lawyers as presidents of arbitration courts. "We submit," the brief specified, "that these lawyers are apt to be partial, as they often represent the employers' party in other arbitration courts, and their personal clients are for the most part employers."

The Hon. Antonio Barrette, Quebec Minister of Labour, said that this statement was unfair both to the lawyers and to the Minister of Labour, and that it did not give a true picture of the situation at all. Mr. Duplessis added that members of the Bar take an oath of office when they accept the presidency of an arbitration court.

Quoting figures given by the Dominion Bureau of Statistics, the QFIU brief also emphasized that the average weekly wage in manufacturing, which was \$28.72 in Quebec in 1946 compared with \$30.04 in Ontario, the difference being \$1.32 a week or 4.6 per cent, rose to only \$52.05 in Quebec in 1953, compared with \$58.65 in Ontario, the difference thus increasing to \$6.60 a week or 12.7 per cent.

In order to remedy what it considers an anomaly, the Federation suggested that the minima found in the minimum wage legislation be increased, that the principle of equal pay for equal work be recognized and that an agreement be obtained between the federal and provincial Governments permitting a union which represents



employees of different plants, situated in different provinces but belonging to one company, to bargain on a national scale.

The QFIU made four suggestions to the provincial Government for combating unemployment. It suggested making the 44-hour week the law; forcing outside companies developing natural resources in the province to convert their products there; undertaking a series of public works; and offering more generous help towards the construction of moderately-priced dwellings.

Surprised that the labour code prepared by the Superior Labour Council had not yet been presented to the Legislative Assembly, the Federation added that such a code should stipulate that an employer be forced to grant the voluntary revocable check-off to any union certified by the Labour Relations Commission; that employees of municipalities come under the

jurisdiction of the Minister of Labour and not under the Minister of Municipal Affairs; that employees of the police department be entitled to affiliate their unions with whatever labour organization they may choose; and that employees of municipal and school corporations enjoy the right to strike.

The QFIU also deplored the fact that the Labour Relations Commission had granted a certificate of union recognition to the AECM without giving the teachers of Montreal an opportunity to choose what union they would prefer by means of a secret ballot.

The Federation also called for a health insurance scheme; an immediate electoral redistribution; two weeks' vacation after five years' service for employees coming under Order No. 3; the election of School Commission representatives by the people; and a charter of human rights.

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## **Proceedings of Parliament of Labour Interest**

**January 7**

### **Speech from the Throne**

*Colombo Plan*—Parliament to be asked to approve Canada's continued participation in the Plan and in the United Nations Technical Assistance Program.

*Disabled Persons Act*—Government announced that as all provincial governments have signified their intention to participate in the program it is now in a position to conclude the federal-provincial agreements.

*Unemployment*—Work on public construction projects to be accelerated.

*Unemployment Insurance*—Act to be amended to provide for increasing the duration and rate of supplementary benefit.

*National Housing Act*—Small loans to be made available for home improvements.

*Railway Act*—Amendment to provide for elimination of level crossings.

Rowe, of Government action to relieve unemployment, the Prime Minister said:

There is some unemployment in Canada. There has been some unemployment in Canada every year. At the opening of every session of the Canadian Parliament for the last three or four years there has been considerable anxiety over the kind and extent of unemployment in Canada. However, because of the resources, material and human, to which the hon. gentleman paid tribute, that situation has eased as the season advanced, and there is reason to expect that it will do so again.

That does not mean that for those who are unemployed—and there are large numbers—unemployment is not a deplorable thing, and that we should not do everything within our power to lessen its effects. But, as the hon. gentleman has said, there is not very much that can be accomplished through the expenditure of public funds on public undertakings. What is required is something that stimulates the economy generally and does not to any unnecessary degree interfere with the display by our Canadian citizens of their own initiative and skills.

**January 10**

### **Industrial Status of Women**

Bill requiring equal pay for equal work introduced by Mrs. Ellen L. Fairclough (Hamilton West).

### **Throne Speech Debate**

In reply to criticism by the Acting Leader of the Opposition, Hon. W. Earl

**January 11**

### **Unemployment Insurance**

The Minister of Labour, Hon. Milton F. Gregg, introduced a bill to amend the Unemployment Insurance Act, to raise the rates of supplementary benefit to the present rate of regular benefit and the minimum supplementary benefit period to 60 days.

Asked by Mr. G. R. Pearkes (Esquimalt-Saanich) if consideration has been given to extending coverage under the Act to fishermen and men connected with the fishing industry who are not perhaps actual fishermen, the Prime Minister replied that study of the matter affecting fishermen proper has been continuing "with good hope that some results might accrue from it". As regards "near fishermen", he said "that is something that is being studied as a side issue by the Commission."

#### **Right of Railway Workers to Strike**

Member for Winnipeg North Centre (Stanley Knowles) asked if the Minister of Labour is aware of the concern felt by railway workers "over the loss of their right to strike". He wanted to know if the Government is taking steps either to assure the workers that they still have that right or to establish a satisfactory alternative. The Minister replied that he is waiting to be told of the conclusions reached by the General Conference Committee of the non-operating unions at its recent meeting in Montreal.

#### **Railway Act**

The Prime Minister served notice of the Government's intention to introduce amendments to the Act to provide for an increase in the annual appropriation to the Railway Grade Crossing Fund from \$1,000,000 to \$5,000,000.

**January 12**

#### **Lay-offs by Canadian National Railways**

Hon. George C. Marler, Minister of Transport, said:

On Monday last the hon. member for Winnipeg North Centre (Mr. Knowles) asked whether I could give the assurance that we are at the end of lay-offs by the Canadian National Railways, and if I could say how soon those laid off in recent months would be reinstated. I should like to reply to the hon. member. The management of the railway informs me that reductions in working forces have been a necessary consequence of the general decline in traffic and that the volume of traffic determines in a very large measure how many persons the railway can employ. Because a general increase in traffic depends on such economic factors as industrial production and trade, it is not possible to say when an improvement in traffic conditions will justify the reinstatement of those whom it has been necessary to lay off.

**January 13**

#### **Unemployment Insurance**

A Bill to amend Act to provide for increasing supplementary benefit read second

and third times and received the Royal Assent. Amendments to come into force "on the Monday immediately preceding the day" on which the amending Act was assented to (see page 194).

**January 17**

#### **Industrial Relations**

Bill to amend the Industrial Relations and Disputes Investigation Act to provide for voluntary revocable check-off of union dues re-introduced by Mr. Stanley Knowles (Winnipeg North Centre).

#### **Lay-offs at Avro Aircraft Limited**

Asked by Mr. J. W. Noseworthy (York South) whether any communication had been received from the Ontario Federation of Labour (TLC) regarding the alleged lay-off of 1,100 workers by Avro Aircraft Limited (p. 163), the Minister of Labour replied that arrangements had been made for the Minister of Defence Production, Hon. C. D. Howe, and himself to meet the TLC President, Claude Jodoin, on January 20.

#### **Sale of CNR Hotels**

In reply to a question by Mr. Stanley Knowles (Winnipeg North Centre) concerning protection of the rights of employees of four CNR hotels sold to private interests, the Minister of Transport, Hon. George C. Marler, said that representatives of the CNR and the purchasers were interviewing all employees concerned with respect to future employment. Such employees as have seniority rights, the Minister stated, will have the opportunity of exercising them in conformity with the provisions of the union agreements and of assuming positions for which these seniority rights qualify them.

**January 20**

#### **Lay-offs at Dominion Arsenals**

Replying to an enquiry concerning reported lay-offs at Dominion Arsenals at Quebec and Valcartier, the Parliamentary Assistant to the Minister of Defence Production, Mr. J. H. Dickey, said that contracts which have been running for some two years are now coming to an end and a reduction in employment is inevitable. Of the 2,258 employees working in these plants at the end of the year, 46 women were laid off on January 14, a further 45 were to be laid off on January 21 and it was expected that there would be another 50 lay-offs during February and March.



# Final Report on Employment Effects of Manufacturing Plant Expansion, 1954

New or expanded plant facilities created at least 19,000 employment opportunities in 1954. Considerably larger proportion of new jobs created in Pacific and Prairie regions than during past seven years

Final figures are now available on the effects of industrial expansion on employment in manufacturing industries last year.

During 1954, approximately 19,000 new jobs were created by the construction of new plant facilities, an increase of 2,800 from the preliminary 1954 total given in the detailed analysis of industrial expansion published in the November issue (p. 1550).

The final yearly figures on new jobs, as recorded by the Economics and Research Branch of the Department of Labour, show that plant expansion resulted in 34,300 new jobs in 1952, 23,000 in 1953, and 19,000 in 1954.

Additional reports received since the publication of the preliminary figures have resulted in only minor changes in the industrial and regional distribution. New jobs stemming from manufacturing expansion in 1954 were distributed among the various industries more evenly than in previous years. In 1952 and 1953, the transportation equipment, iron and steel products, electrical apparatus and chemical products industries accounted for almost 75 per cent of new jobs. Although these industries were still expanding plant facilities in 1954, they accounted for a significantly smaller proportion of the total number of new jobs, as shown in the accompanying table.

**NEW JOBS CREATED BY  
MANUFACTURING EXPANSION<sup>1</sup>, 1954**

	Number	Per Cent
Chemical products .....	1,000	5
Electrical apparatus.....	2,600	14
Food and beverages .....	1,400	7
Iron and steel products.....	2,600	14
Leather products.....	300	2
Non-ferrous metal products....	2,500	13
Non-metallic mineral products..	1,300	7
Paper products .....	1,000	5
Petroleum products.....	700	4
Rubber products .....	200	1
Textile products.....	1,900	10
Transportation equipment.....	1,300	7
Wood products .....	1,900	10
Miscellaneous products.....	300	2
Total .....	19,000	100

Compared with earlier years, the regional distribution of new jobs changed significantly in 1954. Ontario and Quebec accounted for 83 per cent of the total number of new jobs resulting from manufacturing plant expansion during the period 1948 to 1954 but these provinces provided only 70 per cent of the new jobs created in 1954. The western provinces, on the other hand, accounted for a considerably larger proportion of the new jobs created in 1954 than they did during the past seven years. In fact, more new manufacturing jobs were created in these provinces last year than in any year since 1948.

New manufacturing facilities in the Prairie Provinces resulted in about 2,500 new employment opportunities during 1954. As in other parts of the country, these jobs were more widely dispersed industrially than in previous years. In 1953, for example, expansion in the chemical industry accounted for more than three-fifths of the new jobs stemming from manufacturing expansion in the region. In 1954, however, almost all industries shared in the expansion, none accounting for more than one-sixth of the total.

The trend of total manufacturing employment in the region corresponded roughly to the trend of new manufacturing jobs created in the 1948-1954 period, although there were significant differences between provinces. Alberta was the only province to show a continual increase in average yearly employment. Manufacturing industries in Alberta employed about 24,000 workers in 1948, with a steady gain to about 32,000 in 1954. Little manufacturing expansion occurred in Saskatchewan, where agriculture is far more important than elsewhere, and consequently average yearly employment changed little from 1948 to 1954. Manitoba, with the largest and most diversified manufacturing industry of all Prairie Provinces, showed a small over-all gain in employment from about 40,000 workers in 1948 to 42,000 in 1954. In terms of expansion and employment, therefore, the greatest growth in manufacturing has been in Alberta, followed by Manitoba and Saskatchewan.

<sup>1</sup>Economics and Research Branch, Dept. of Labour.

## REGIONAL DISTRIBUTION OF NEW JOBS (1948-1954)<sup>1</sup> AND OF MANUFACTURING EMPLOYMENT (1948)<sup>2</sup>

	Per Cent					
	Atlantic	Quebec	Ontario	Prairies	Pacific	Canada
1954 .....	4	22	48	13	13	100
1953 .....	2	23	64	7	4	100
1948-54 .....	4	30	53	7	6	100
Average Employment 1948.....	4	33	50	6	7	100

<sup>1</sup>Economics and Research Branch, Department of Labour.

<sup>2</sup>Employment and Payrolls, DBS.

At least 2,300 new jobs were created in the Pacific region in 1954—a record yearly total. A large part of these new jobs resulted from the completion by the Aluminum Company of Canada of its plant at Kitimat; operations began with a staff of 1,400. Smaller numbers of new jobs were created through the expansion of facilities by firms manufacturing wood, paper and petroleum products.

Since 1948, the paper and wood products industries have undergone the greatest expansion of all manufacturing industries in British Columbia. New and expanded paper products plants required at least

2,200 new workers from 1948 to 1954, the bulk of the new jobs being in pulp and paper mills. At the same time, however, the pulp and paper industry carried out a large modernization program which resulted in an increase in production without a comparable increase in employment.

The British Columbia lumbering industry created at least 400 new jobs in manufacturing in 1954 and a total of approximately 1,800 new jobs from 1948 to 1954. Much of this expansion was in plywood; several large expansion projects of this nature were carried out in Vancouver and Vancouver Island.

## 37<sup>th</sup> Annual Meeting of the Canadian Construction Association

President predicts record construction year with increased employment opportunities "at all levels"; appeals for co-operation of architects, owners and designing engineers in overcoming seasonal unemployment

Construction at a record value of \$5 billion is possible in Canada in 1955 if the trend in the volume continues at its present rate, Canadian Construction Association President Raymond Brunet told delegates attending the Association's 37th annual meeting in Quebec City, January 16 to 19. Mr. Brunet said that the construction industry had had a greater volume of work in each successive post-war year and, provided that construction costs remain at levels that will continue to attract investors, the present year should see even greater activity.

"In an expanding economy like Canada's with increasing population and industrial production, it is only natural that our construction programs will also become larger over the years ahead," he said.

The construction industry, which now employs upwards of 500,000 workers "in actual construction operations," will provide increased employment opportunities "at all levels" with larger volumes of work ahead, he forecast.

### Seasonal Unemployment

Turning to the question of seasonal unemployment, Mr. Brunet said that though the industry was increasing its efforts to stimulate winter work, "upwards of 25 per cent of our summertime labour force are on the average unemployed in construction during the middle of the winter".

He continued:

The interest of government agencies and industrialists in timing their projects so as to provide more winter work is most encouraging and reflects the benefits to all



interested parties—construction workers receive more employment; construction companies can plan more efficient operations on a year-round basis; manufacturers are relieved of storage and production problems related to seasonal purchases; owners occupy their buildings sooner; and government has fewer applications for unemployment insurance benefits.

Mr. Brunet said that statements that wintertime construction was considerably more expensive were in many cases exaggerated and, in the light of modern techniques, outdated. He noted that if buildings are "closed-in" before winter, costs are usually comparable and may even be lower due to a better supply situation. Mr. Brunet said that extra costs may apply only to portions of the work actually put in place during the cold weather and that the owner might well be compensated by an earlier occupancy.

Repair and maintenance work is usually carried out for homeowners and industrialists, because of custom, during the summer, the construction official said. Much of this work could be done in the winter months to greater advantage, he added. The spreading-out of the construction work was a matter of timing, Mr. Brunet remarked, adding that in this matter the co-operation of owners, architects and designing engineers was absolutely essential.

"By joint efforts, further advances can be made in overcoming the seasonal unemployment problem to the mutual benefit of all concerned," Mr. Brunet concluded.

## Legislation Committee

Proposed changes in the Unemployment Insurance Act are under study by the CCA's legislation committee and "ample opportunity" will be given for representations on the amendments, R. A. Seasons, chairman of the committee, announced.

Mr. Seasons noted that in 1954, a bill was introduced in the Quebec legislature to amend that province's Workmen's Compensation Act so that reciprocal agreements could be made with other provinces to eliminate payment by employers of double compensation assessments for employees working outside their home province. Mr. Seasons termed this a "commendable move" and, referring to similar legislation enacted by Ontario in 1953, expressed the hope that both provinces would enter into reciprocal agreements as soon as possible on this matter and with other provinces as well.

## Excerpts from CCA Statement of Policy

### Labour Relations

(1) Fulllest possible co-operation among management, labour and government to improve efficiency and reduce costs through increasing productivity, both in the manufacturing plants and on the construction job-sites; enlarging the supply of skilled craftsmen by increased apprenticeship and immigration programs; encouraging more adequate vocational guidance and training facilities; and participating with representatives of the major construction labour organizations in a National Joint Conference Board.

(2) Recommendation of Builders' Exchanges throughout the country to adopt the Joint Conference Board principle in dealing with labour; members of the employers' committee to have full authority to act on behalf of each trade.

(3) Negotiation of labour agreements with common expiry dates and for effective periods of not less than two years, where possible, in order that the wage-rates and working conditions effected thereby bear a more realistic relationship from a point of view of time to the duration of the majority of construction contracts.

### Housing

(1) Maintenance of the National Housing Act on a basis that will serve the essential housing market.

(2) Continuation of efforts to reduce housing costs through greater individual productivity, more cost-conscious design, on-site assembly line construction, modernization of building codes and research activities.

## Public Works

Construction projects carried on by the Department of Public Works in 1954-55 probably represent "something like 300,000 man-months of work on-site and off-site," Major-Gen. Young, Deputy Minister of the Department, told the meeting. Reviewing the operations and activities of the Department, the Deputy Minister said there were localities where the types of workers unemployed could be absorbed usefully in on-site and off-site activity connected with the construction of public works and also where such projects can have "a long-term stimulating effect on private industry and hence help to create permanent jobs".

Major-Gen. Young pointed out that some projects were essential in meeting the immediate requirements of an area but the types of unemployed workers do not come from either the construction industry or from related trades. In such cases, he said, the contribution of public works projects "to the direct relief of unemployment must be relatively small".

Methods whereby seasonal unemployment problems may be eased are carefully considered by the Department, the Deputy said, and all operating branches are seeking ways and means of encouraging winter work. No "quick and easy" solutions were possible but if industry and Government co-operate to the full in taking advantage of technical developments and improved administrative procedures, "substantial progress will be made," Major-Gen. Young said.

### Labour Relations Committee

Formation of a Canadian board for settling jurisdictional disputes in the building trades, in co-operation with the Trades and Labour Congress of Canada, was recommended in the report of the labour relations committee, presented by A. C. Ross of Ottawa.

"It seems most unreasonable that these jurisdictional disputes have to be referred to a Jurisdictional Board in Washington ... particularly as the rulings made by this Board seem to apply only to one project rather than being generally applicable for an area," he said.

Comparative stability in construction trade wage rates was achieved in 1954, the report noted, mainly because of the levelling-off in living costs and the effects of the two-year agreements signed in 1953. The report warned that there was "a cloudy background" to this stability in view of the fact that time lost in work stoppages in the past 12 months was estimated at 190,000 man-days.

Concern was expressed by Mr. Ross over the labour policies of certain United States refinery contractors operating in Canada. According to Mr. Ross, agreements had been signed by these concerns with boiler-makers', plumbers' and pipefitters' unions at rates "considerably in excess" of those negotiated locally by the "majority" of employers and unions. The CCA contended that when working in Canada these firms should abide by the usual collective agreements signed by Canadian labour union locals and the employers' associations.

Rulings of the Umpire under the Unemployment Insurance Act permitting payment of benefits to workers who refused to cross picket lines were called "mildly disturbing" by Mr. Ross. In these cases, he said, the Umpire held that workers ran the risk of physical violence from the strikers. He pointed out that picketing employing force was illegal and said it was very unwise to pay benefits to workers because their fellow workers are allowed to indulge in illegal acts.

### Housing Committee

In its report to the convention, the CCA's housing committee recommended several changes to the National Housing Act. These included: extension of the 90-per-cent loan provision on NHA houses to the maximum limit; implementation by the lending institutions of the regulations permitting 30-year amortization periods; greater recognition of the differences in housing needs and concepts in the various regions of Canada and between urban centres, medium-sized towns and rural communities; and the provision of "open-end" mortgages, to assist those with incomes of less than \$3,400, to young couples purchasing small homes designed to be enlarged at a later date to meet future needs at a reasonable cost.

In order to encourage people to save a sufficient amount of money to place a down payment on a home, the committee recommended that the Government be approached to issue "Home Purchase Savings Bonds" carrying the same rate of interest as Canada Savings Bonds. These should be purchasable under a payroll deduction plan from banks or loan companies at any time, the committee suggested.

### Apprenticeship Committee

Proper training of apprentices in the construction trades "lags far behind the demand," according to the report of the CCA apprenticeship committee.

"It is becoming increasingly apparent," the report said, that a shortage of properly trained apprentices in the various trades not only slows up construction and adds to costs but indirectly affects construction materials and methods.

In the trowel, painting, masonry, plastering and lath work trades there is a trend towards substitution, the report said, noting that more progress is being shown in such fields as electrical, plumbing and sheet metal work. According to the report, 21,250 apprentices were in training in Canada in 1954 compared with 19,441 in 1953.

The committee urged the Association to give its fullest support and co-operation to the growth of apprenticeship training.

### Resolutions Adopted

Among the resolutions approved at the convention were the following:—

That the federal and provincial Governments be "strongly" urged to amend their labour relations legislation to require



the use of secret ballots under the supervision of electoral officers or other public officials of a similar status when trade unions vote on strike action. The CCA said that it was "especially important" that votes on strike action represent the voters' "personal feelings and considered thinking".

That law enforcement bodies ensure "strict compliance with the laws of Canada" where trade unions "ignore the normal processes of law and order prior to and during strikes".

That the facilities of the Department of Citizenship and Immigration be used to encourage "an orderly program of selective immigration" with due emphasis being given to workers skilled in the construction and allied industries.

That the federal Government be commended for its efforts to schedule more public works during the wintertime and that other governments and public bodies, private owners and designers be urged to "take action to promote practices to smooth out the present seasonal fluctuations in construction operations".

That the federal Government be commended for changes in its housing legislation last year and that action be taken to develop a program whereby "at least" 125,000 dwelling units a year will be built. The CCA specifically called for attention to be given to an extension of the 90-percent loan provision beyond the present \$8,000 lending limit value and that consideration be taken of the age and "future prospects" of borrowers in addition to their income-carrying charges ratio.

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## 43<sup>rd</sup> Annual Convention of the Ontario Chamber of Commerce

President warns that demand for guaranteed annual wage holds serious implications for Canada, criticizes "drift to fewer working hours and ever-increasing wages". Resolutions call for more government control over strikes and restriction of sympathy and jurisdictional walkouts

A warning that the demand for the guaranteed annual wage by labour would lead to serious implications for the Canadian consumer and a criticism of "a continuous drift to fewer working hours and ever-increasing wages in industry" highlighted the 43rd annual convention of the Ontario Chamber of Commerce in Ottawa January 6-7.

Attended by some 175 delegates representing 33,000 business men, the convention, under the chairmanship of A. Roy Courtice of Toronto, called for tight government controls over labour strikes and law enforcement against sympathy walkouts, mass picketing and intimidation of workers in disputes.

In a keynote address to the delegates, Chamber President Ivor Wagner charged that the rights of individual workers were rapidly disappearing in the realm of "big business unionism" operating largely for the benefit of United States "union bosses".

"The matter of labour-management relations is one of growing concern in all sections of the province," he said at the

Chamber's opening session. "During the year, we have been faced with serious stoppages of work and production due to industrial disputes.

"In an economy such as ours we guard jealously the right of the individual to express himself freely and to employ his individual skill in a manner which will benefit him most," he went on. "Yet there is every indication that today those rights as far as the individual worker is concerned are rapidly disappearing in the realm of big business unionism."

(In a statement issued January 7, A. R. Mosher, President of the Canadian Congress of Labour, criticized Mr. Wagner's remarks and said that the statement that the rights of workers were rapidly disappearing in the realm of "big business unionism" are "entirely false" and greatly underrate the "intelligence of Canadian workers".)

(Mr. Mosher said that the great majority of organized workers in Canada belong to autonomous unions—self-governing in collective bargaining and other activities—and

that they have individual rights "at least equal" to those of any other group in society.)

Mr. Wagner warned that the continuation of Ontario's industrial progress will depend on the willingness of organized labour to recognize that its responsibility does not end with "the punching of the time clock at the end of the day". He said that labour's responsibilities, like those of management, never cease and that the problems of one are the problems of the other.

The Chamber President said that if labour and capital are to get along together, there must be mutual trust and understanding based "on the needs of each other". He felt that there should be no major labour-management difficulties which "prudent" men could not solve without recourse to the "big stick".

Mr. Wagner added: "Unfortunately, with the gigantic growth and complexity of modern industry, the simple basic principles of capital and labour have been lost sight of and are little understood by the majority of workers."

In a policy statement, adopted by the convention, the Chamber proposed that all strikes be prohibited until they have been authorized by a majority of the employees in a secret, government-supervised ballot held after a "cooling-off" period. The statement also urged that when a strike is called, the minister of labour be empowered to poll the workers secretly to find out whether they wish to return to work.

The policy statement said that sympathetic strikes, strikes due to jurisdictional disputes, mass picketing, intimidation and the secondary boycott are "inconsistent with the Canadian way of life" and that "the provisions of the law should be enforced".

The Chamber's 75-member policy committee adopted a Hamilton resolution calling for a full study of the implications of the guaranteed annual wage on the Canadian economy.

A spokesman for the Hamilton Chamber of Commerce said that the guaranteed annual wage, enunciated by President Walter Reuther of the Congress of Industrial Organizations, originated outside Canada without consideration of the impact it would have on Canadian prices and the markets for Canadian goods.

Referring to the shortage of farm labour, the delegates agreed that if the Canadian farmer was in the position to tolerate short hours and pay high wages, there would be little difficulty in obtaining Canadian farm workers and in keeping farm youth on the farms.

The Chamber predicted that the continuing drift of farm youths to city jobs will make agriculture economically sick and that a sick agriculture "can well be the harbinger of a general depression". It urged that a government body be set up to work vigorously towards a solution of the problem.

Among other important resolutions adopted by the convention were those in which the Chamber:—

Deplored the framing of Canadian labour demands in the United States and elsewhere as an "infringement of Canadian sovereignty".

Expressed opposition to the enactment of check-off legislation and said that labour unions should be responsible for the management of their own internal affairs.

Declared itself opposed to any form of compulsory health insurance and state medicine.

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## David McDonald, Steelworkers' Chief, Named CIO Vice-president

The executive board of the Congress of Industrial Organizations at the beginning of this month elected a new Vice-president, named three officials to serve on the United States Department of Labor Advisory Committee and announced the date and site of its 1955 convention.

David J. McDonald, President of the United Steelworkers of America, was named a CIO Vice-president to fill the vacancy left by the death in February of James G. Thimmes, a Steelworkers Vice-president.

CIO President Walter P. Reuther, Secretary-Treasurer James B. Carey and Vice-president Joseph A. Beirne were designated to serve on the Department of Labor Advisory Committee, whose formation was announced last November by Secretary of Labor James P. Mitchell (L.G., Dec. 1954, p. 1744).

The CIO's 1955 convention will meet in Buffalo, N.Y., the week of October 17.



# 9<sup>th</sup> Annual Convention of the Ontario Federation of Labour (TLC)

Ontario Labour Relations Board criticized. Unemployment and labour unity dominant topics at meeting. A. F. MacArthur re-elected president

Sharp criticism of the Ontario Labour Relations Board, strong support for a merger with the Canadian Congress of Labour and a growing concern over unemployment highlighted the ninth annual convention of the Ontario Federation of Labour (TLC) held in Niagara Falls January 15 to 17. Some 400 delegates representing approximately 250,000 trade unionists in the province considered 110 resolutions during the three-day meeting.

Nearly a quarter of the resolutions criticized the provincial labour board or suggested improvements in its operations.

Although the convention agreed that the Act which brought the labour board into operation was fair, it declared that it was intended to be a court of human relations rather than a court of law. In a statement of policy, incorporating many of the points at issue, the Federation said: "We are somewhat alarmed by the trend of the Board, particularly in the past couple of years, towards the technical and away from the humanitarian approach to labour relations."

A recommendation to appoint a special committee on the province's Labour Relations Act, on a year-round basis, received the unanimous support of the convention.

The TLC Federation asked the Board to make every effort to eliminate delays in reaching decisions. Delays, it said, were hurting unions and aggravating industrial relations which the Act was designed to prevent. One resolution urged that the Board's procedure be changed so that no decision was held up longer than eight weeks. The Federation further asked that the Act be amended to prevent an employer from applying for the decertification of a bargaining unit.

Strong criticism of lawyers who appear before the labour board was raised by Russell Harvey, AFL Representative in Canada and a member of the Ontario board.

"The use of legal labour relations experts is going to create industrial strife," he said. Labour is not pleased "with the introduction of legalisms into labour relations" and was going "to take a stand on it," he declared.

"These lawyers have tried to introduce the atmosphere of a court to labour hearings. Why introduce legalism and references to cases long ago when we have laymen sitting on the board?" he asked.

"If this had been intended, a condition of membership of the Board would be graduation from a law school. Over the years the lawyers have introduced their own jargon which means nothing to the laymen on the Board."

The trade union official charged that with unemployment and by the aid of "would-be legal specialists" some employers were taking advantage of restraining influences in the Act and had been depriving unions of what should be their rights.

Lawyers handling labour disputes were interested only in the fees attached, he said, and their use by management was the "worst kind of intervention". Mr. Harvey further objected to companies having recourse to the courts to challenge a decision of the Board. In courts of law, the judges knew little of the disputes, were "unintentionally socially prejudiced" and were not equipped to handle such cases, he said.

Support for a merger of the Trades and Labour Congress with the Canadian Congress of Labour was emphasized when Federation President A. F. MacArthur declared: "It is to be hoped that the leadership of both segments of the labour movement will work unceasingly and without thought of personality to make 1955 a banner year". Earlier in his keynote address, Mr. MacArthur called upon the delegates to give their full support to the striking CCL auto workers in the Ford plants at Windsor, Oakville and Etobicoke.

Speaking directly on the strike, the Federation head said: "I am sure the delegates appreciate the principles involved and are in full support, morally and otherwise, with the workers in their struggle, and wish them an early and honourable settlement."

Unemployment, particularly at the A. V. Roe, Canada, Limited, where, it was said, 1,100 workers have been laid off, occupied a considerable part of the delegates' time.

The convention blamed the federal Government for the lay-off and, in a resolution telegraphed to Ottawa, condemned the decision to cut back defence production at the plant. The emergency resolution, which was unanimously adopted, charged that the Government had ordered the cutback in order to balance the defence budget. It added that this action had thrown more than 1,000 workers on an already saturated labour market and that unemployment in Ontario had reached dangerous proportions and was threatening the well-being of the province. The convention decided to ask the provincial Government to protest strongly to Ottawa.

President MacArthur criticized the Government for what he termed its failure to take a realistic view of the economic and employment situation. "With the eyes of the world upon Canada," he said, "with capital coming in from Europe and the United States for the purpose of investment in our natural resources, the Government long ago should have taken down from the dusty federal shelves all those extensive work programs it has so long considered."

The TLC official cited bridges, canals in the Maritimes, atomic development, public buildings, hydro schemes and federal and provincial housing projects as "crying needs" at the present time as a means of "bolstering the Canadian economy and providing work for the unemployed".

Mr. MacArthur suggested that the Government should control immigration in relation to the number of jobs available. He further suggested that immigration be handled by the Department of Labour, which is "in a position intelligently to apply a sound policy of immigration control".

Ontario Chamber of Commerce charges that labour unions were run by their leaders and recommendations that strike votes be decided by secret, government-controlled ballots, were denied by the Federation President, who said: "It is quite apparent they have given no consideration to the fact that the vast majority, if not all of our trade unions require a secret ballot before strike action is taken".

Mr. MacArthur said that critics should be told that the trade unions were run by the workers and not the leaders and that it was the former who made decisions.

Trades and Labour Congress President Claude Jodoin, addressing the delegates, said that the aim of both TLC and CCL was to organize the unorganized "rather than enticing members from each other". The TLC head endorsed the Federation's stand on unemployment and on unity with the Canadian Congress of Labour.

The closing day of the convention saw approval by a narrow majority of a resolution calling for an Ontario hospital sweepstake. Two votes were taken at the insistence of delegates to determine accurately the feeling of the convention on this matter. Under the proposed legislation, a provincial lottery would be organized with the revenue being used for the modernization of hospitals.

Federation President MacArthur was re-elected head of the labour organization for the eighth time in the annual elections held at the close of the convention. Others re-elected were Secretary-Treasurer John Hancox and Vice-presidents William Boothroyd and I. M. Dodds.

R. W. Ostling, of Fort William, only new member of the executive, was elected a vice-president.

The convention decided that its 1956 sessions would be held in Toronto.

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## McGill's Industrial Relations Conference Scheduled for April 18-19

Hon. Milton F. Gregg, Minister of Labour, will deliver the dinner address at the 7th Annual Industrial Relations Conference at McGill University. He will speak on "Social Responsibilities and the Conciliation Process".

The central theme of the conference, to be held April 18 and 19, is "Industrial Conflict and Dispute Settlement". Canadian and United States speakers with special knowledge and interest in the field have been invited to present papers.

Speakers will be Dr. Wilbert E. Moore, Princeton University, who will speak on "The Nature of Industrial Conflict"; Prof. David L. Cole, Cornell University, "Achieving Agreement in Collective Bargaining"; J. C. Adams, Central Ontario Industrial Relations Institute, "The Conciliation Process—a Management Viewpoint"; Eamon Park, United Steelworkers of America (CIO-CCL), "The Conciliation Process—A Union Viewpoint"; and Prof. H. D. Woods, Director of McGill's Industrial Relations Centre, "A Critical Appraisal of Compulsory Conciliation in Canada".



# 11<sup>th</sup> Annual Convention of the B.C. Federation of Labour (CCL)

Direct political action to be encouraged, province-wide strike fund to be studied and amendments to Labour-Relations Act to be sought. Provincial Government urged to adopt program to combat unemployment

Direct large-scale political action is to be encouraged for the first time in all British Columbia unions affiliated with the Canadian Congress of Labour as a result of approval given by 125 delegates at the 11th annual convention of the B.C. Federation of Labour in Vancouver January 8-9.

Unemployment, amendment of the provincial labour relations legislation, establishment of a province-wide strike fund, closer co-operation between farmers and labour, the 40-hour week and trade were given prominence in discussions at the two-day convention.

Under the political action program, local unions will be encouraged to set up committees to study legislative matters affecting their members and to encourage participation in all municipal, provincial and federal elections. A provincial political action committee will be established, composed of selected members of the Federation's executive, plus one representative of each local, district or area.

Handbooks and bulletins will be prepared for distribution and advertising will be purchased when necessary to inform the public of political issues. The provincial committee will study financing of the plan and will prepare a "battle plan" for the coming municipal, provincial and federal elections.

## Unemployment

"Nothing short of another war" will prevent unemployment in Canada from soaring past the 600,000 mark this winter, Donald MacDonald, CCL Secretary-Treasurer, told the delegates. The Government's "unrealistic" unemployment figures show only a part of the picture, he asserted.

"It's a fair estimate that 400,000 Canadians are out of work right now," he said, "and by March the figure will have risen to half-a-million. There's apparently nothing that can stop unemployment from shooting past 600,000 by early March," he added.

The British Columbia Government was called upon by the Federation to undertake the following program to combat unemployment:—

The provincial Government to make public a clear-cut policy for combating unemployment.

Provincial and municipal governments to make use of the provisions of the National Housing Act which provides for three-level government participation in housing projects.

Government to time public works, where practical, to provide maximum employment with the same principle to be applied to all purchases of goods, services or repairs.

Establishment on a voluntary basis of a provincial advisory committee on unemployment with representation from Government, labour, management and the National Employment Service.

Provincial-municipal co-operation to achieve co-ordinated planning of projects.

Provincial Government to consider the advisability of sending a "government-labour-management goodwill and trade delegation" to all countries "speedily and economically accessible from our Pacific ports" to promote "closer relationships and improved trade".

Increased grants to be made available for research projects to discover new uses for, or new products from, "our natural resources", to speed the building of secondary industries throughout the province.

Federal Government co-operation to be sought for a study of "all factors, including facilities," having a bearing on exports through the province's ports, "to ensure that nothing is overlooked which can improve our exports and trade with countries adjacent to the Pacific Ocean".

Enactment of legislation providing for the 40-hour, five-day week, two weeks' holidays with pay and abolition of blanket overtime permits.

## Strike Fund

A province-wide strike fund among all CCL-affiliated unions was approved in principle by the Federation when delegates

agreed to the establishment of a committee to study all phases of such a fund.

Commenting upon the proposed fund, a Federation spokesman said: "We must set up something to replace a plan that is going to fall apart. The old system of collections in plants and on the streets is out-wearing its welcome."

The proposed strike fund will not be available to unions not voting to participate, will be opened only upon the request of a striking union, will apply only to British Columbia and will be administered by a trusteeship of three or five persons.

#### Other Resolutions

The convention agreed to seek amendment of the "most vicious" sections of the provincial Labour Relations Act. Delegates were urged to get out and campaign for changes in the Act.

Among the resolutions approved were those:—

Condemning the actions of the federal government in "forcing compulsory arbitration" on railway trade unionists.

Advocating an "ever closer affiliation" between agriculture and labour.

Calling for amendment of the Unemployment Insurance Act in order to increase and extend benefits and to aid workers who are excluded from coverage or whose benefits have been exhausted.

Urging the federal Government to establish a national health insurance plan.

Requesting income tax legislation amendments providing for reduced rates and increased exemptions.

Demanding that the pension allowance granted to old persons and veterans be increased to "at least a minimum of \$150 per month".

Calling upon the provincial Government to reduce the period of hours of exemption from the Hours of Work Act on the handling of fresh fruits and vegetables from

nine hours per day, six days a week from June 1 to November 30 each year to eight hours per day, six days per week, Monday to Saturday from July 1 to September 30 each year.

#### Resolutions Not Approved

Two resolutions submitted by the allegedly leftist Marine Workers and Boilermakers Union, Local No. 1, one referring to labour unity and the other to West German re-armament, were not carried by the convention.

The first, calling upon the Federation to go on record as "endorsing" the recent no-raiding pact between the Trades and Labour Congress of Canada and the CCL and urging all affiliates to participate in the pact "to the end that we may have organic unity in the trade union movement in Canada" failed to obtain convention approval.

The second resolution, calling upon the Federation to go on record "as opposed to the re-armament of Western Germany" also did not receive convention approval and was referred back to the resolutions committee.

An executive resolution urging the Federation to participate in the organization of a "non-partisan democratic association for the purpose of imparting information to citizens of the dangerous effects of laws, and encroaching of our democratic freedoms coming into being under the present administration" did not obtain the approval of the delegates.

#### Election of Officers

Convention elections returned Dan Radford to his post as Federation President. Others elected included J. Morris, 1st Vice-president; W. Symington, 2nd Vice-president; R. Smeal, 3rd Vice-president; and George Home, Secretary-Treasurer.

## ILO Director Says 1954 "Probably Best of Post-War Years"

For the world's workers, 1954 was "probably the best of the post-war years," David Morse, Director-General of the International Labour Office, said in a statement issued in Geneva last month.

Incomplete "but convincing" statistics from all parts of the world, Mr. Morse said, showed "modest gains in most of the fields that determine worker well-being". Unemployment was generally reduced, consumer prices remained "remarkably stable", real wages showed modest gains in most reporting countries and the time lost as a result of strikes was very low, he said.

Inflation was confined to a few small sectors of the world's economy instead of being a characteristic feature of most regions, as it had been since 1945, Mr. Morse declared.



## 50 Years Ago This Month

Ten-hour day and daily wage of \$2 to \$4 most common for bricklayers and masons half century ago; shorter hours found in Ontario, British Columbia and highest wage, \$6 a day, reported from Similkamean, B.C.

The ten-hour day and a daily wage ranging from \$2 to \$4 were common features of conditions of work among bricklayers and masons in Canada in 1904 and 1905 according to a feature article published in the February 1905 issue of the *LABOUR GAZETTE*. A survey of 2,519 employers and 2,883 labour organizations, of whom 624 or about 11.5 per cent replied to the Department's questionnaire, revealed that the ten-hour day was most common in the Maritimes and Quebec while in Ontario, nearly one-half of the replies received reported a nine-hour day or shorter.

A breakdown of 287 individual replies concerning hours of work showed that 185 were on a ten-hour day, 82 on a nine-hour day and 20 on an eight-hour day. The bricklayers and masons working an eight-hour day were confined exclusively to Ontario and British Columbia and included the cities of Toronto, London, Niagara Falls, Vancouver, Rossland and New Westminster.

The highest daily wage for bricklayers noted by the Department was \$6, which was the current rate in Similkamean, B.C. The lowest daily rate was \$1.25-\$2 in Edgett's Landing, N.B. Daily wage rates for masons ranged from a high of \$6 in Similkamean to a low of \$1.50 in Port Hastings, N.S.

Referring to the wage rates quoted in the Royal Commission on Capital and Labour of 1889, the Department noted that bricklayers' wages had increased approximately 21.4 per cent by 1904 while rates for masons had risen by about 16.16 per cent.

In 1889, the ten-hour day was generally prevalent for both classes whereas by 1904 every city surveyed, with the exception of three, reported a nine-hour day.

The high daily wage for bricklayers in 1889 was \$3.50-\$4 in Quebec city and \$2-\$3 for masons in Saint John, N.B. Looking back 34 years to 1869, the Department reported that the wages of bricklayers, masons and labourers had doubled and that since 1895 the wage increases had amounted to about 30 per cent.

General industrial conditions in Canada during January were termed "exceptionally buoyant," comparing favourably with December and showing a great improvement over January 1904. Less employment activity was reported from Windsor, Hull, Quebec, Vancouver and Victoria.

Lumbering, mining, transportation and several branches of manufacturing reported increased activity although many branches of trade registered a decline following the holiday season, the *GAZETTE* reported.

The price of sugar advanced again in January to bring that staple to its highest peak in 15 years, the *GAZETTE* said. In the opening half of the month, two successive price increases were registered.

A rise of approximately ten per cent in the cost of boots and shoes was forecast and concern was being expressed, particularly in Quebec, at possible rental increases.

Immigration to Canada continued at a high peak in January and shipping and transportation companies reported that the coming season would exceed all others in the number of new arrivals. The *GAZETTE* said that in no other year had the demand for transportation to Canada been so great before the end of February.

During December, 1,317 immigrants from the British Isles, 1,289 from the United States and 1,062 from other areas were reported to have arrived in Canada.

A slight increase, to seven, in the number of industrial disputes was registered in January, compared with five in the previous month. Of the disputes beginning in the month, two were in the building trades, two in the metal trades and one each in the tobacco industry and transportation.

The loss of time to employees through trade disputes was approximately 2,775 working days, an increase of about 1,150 compared with December but a decrease of 13,700 compared with January 1904.

During the year 1903-04, the conciliation services of the Department of Labour were requested on four occasions, according to the fourth annual report of the Department, which was published in January.

# International Labour Organization

## 8<sup>th</sup> Conference of Labour Statisticians

Government statisticians from 20 countries agree on ways to define employment and unemployment and on scope, frequency of collection of employment statistics; adopt provisional classification of occupations

Statistical problems and methods connected with the definitions of employment and unemployment, the development of an international standard classification of occupations, and international comparisons of real wages were studied and discussed at the Eighth International Conference of Labour Statisticians convened in Geneva by the International Labour Office November 23 to December 3. The Conference, which meets approximately every three years to consider ways and means of improving labour statistics and increasing their international comparability, was attended by representatives from 20 countries, including Canada.

The Canadian delegation was headed by Dr. Nathan Keyfitz, Chief Research Statistician of the Dominion Bureau of Statistics. He was assisted by Neil McKellar, Assistant Director of the Labour and Prices Division of the Bureau of Statistics, and by Dr. William Dymond, Chief of the Manpower Division, Economics and Research Branch, Department of Labour. In contrast to the usual conferences of the International Labour Organization, which are representative of employers, workers and governments, the Statisticians' Conference consisted only of government statistical experts.

Resolutions defining employment and unemployment and the various ways in which statistics should be classified were approved by the committee established for this purpose. In addition, agreement was reached on the scope and nature of such statistics and the frequency of their collection.

The standards and definitions established are intended to serve as a basis whereby employment and unemployment levels may be compared between various countries. Prompt publication and ready availability of these figures were requested by the committee.

The ILO was asked to prepare one or more manuals relating to employment and unemployment statistics for the guidance

of countries in collecting and reporting on these figures and to undertake regular surveys of their experience in this field.

In the committee dealing with occupational classifications, agreement was reached that the basis of classifying occupations should be the trade, profession or type of work performed by the individual regardless of the branch of economic activity to which he is attached or his industrial status. A provisional classification of occupations was adopted by the committee. The ILO was requested to convene a meeting of experts who would draft a final version to be reviewed and adopted by the Ninth Statistical Conference.

One of the major problems in establishing international occupational classifications is in the development of a standard that can be used in common for census purposes and also for migration and placement purposes.

The committee considering real wages, under the chairmanship of Dr. Keyfitz, was assigned the task of devising wage comparisons that would take account of price differences. The three comparisons involved are: changes in level from one point in time to another in a given country, differences in level between countries at a given time and, differences in trends between countries.

In addition to studying the methods of calculating the two components of real wages, money wage rates and price indexes, the committee took account of fringe benefits, unemployment, social security and family allowances.

The committee's resolution pointed out that real wages and the goods and services which can be purchased with wages must be distinguished from the broader concept of the level of living to which they are related. Real wage comparisons between places should also be made on the basis of the price and consumption pattern in each area, the committee added.





### Reorganized LMPC Makes Progress

Excellent progress is reported by the LMPC at Irving Pulp and Paper, Limited, of Lancaster, N.B., where the unit was reorganized last February after a period of inactivity.

Employees at the plant are represented by the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC).

The committee meets regularly every fourth Monday, at 3 p.m., except during a period of two months in the summer, when vacations make it difficult to get all members together at any specified time.

Meetings are of limited duration and a definite agenda is prepared one week in advance of the meeting, to prevent wasting time on side issues. Any unfinished business is carried forward to the next meeting. The committee has found through experience that a strict time limit for meetings has contributed greatly to the success of the group.

The committee membership is five members from management and seven from employees. Four members are permanent. They are: the presidents of the two locals, the personnel supervisor and the mill manager. Mill Manager C. B. Davies, and C. E. Lynch, representing the employees, act as co-chairmen and, as such, preside at alternate meetings. This plan has been found mutually advantageous.

### Subcommittees Operating

Standing sub-committees operating under the guidance of the LMPC total five; they are: safety committee, suggestion committee, recreation and welfare committee, sanitation committee, parking and publicity committee.

Since the safety committee went into operation under the guidance of the LMPC, a reduction of 30 per cent in lost time accidents has been recorded at the mill. The chairman of the safety committee is R. Danells.

Many valuable suggestions for improvements around the mill followed reorganization of the suggestion committee. Four of the ideas submitted earned cash awards for the employees concerned.

The recreation and welfare committee succeeded during the summer months in re-establishing the former interest in softball, and in the fall got the bowling league going in full swing. The bowling league is particularly popular among the employees.

In addition to the foregoing benefits derived from the work of the committee, there have been other advantages gained for both management and employees in the realm of mutual understanding and co-operation.

The committee is entering its second year of operation, confident that its accomplishments in the future will surpass those of the past.

### Commonwealth Conference Scheduled

A conference of interest to labour and management throughout the British Commonwealth is scheduled to take place in Oxford, England, in July next year, and will discuss a plan of "humanizing" industry, conceived by the Duke of Edinburgh.

It is expected that the conference will be attended by some 280 men and women between the age limits of 25 and 45, with approximately 190 of them being from overseas and 90 from the United Kingdom.

In order "to preserve the independent character of the conference" governments will not be formally represented there.

The men and women attending from the many countries of the Commonwealth and Empire will have experience in the managerial, technical and operative roles in industry, and the conference will give them the opportunity to find out how their various countries, some with advanced development and others less advanced, can learn from and about one another.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued three certificates designating bargaining agents, ordered one representation vote of employees and granted one application for revocation of certification. During the month the Board received three applications for certification.

### Applications for Certification Granted

1. The Canadian Merchant Service Guild, Inc., on behalf of a unit of masters, mates and skippers (boat operators) employed on towing vessels operated by Stone Brothers Limited, Port Alberni, B.C. (L.G., Dec. 1954, p. 1723).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of freight handling and longshoring employees of Clarke Steamship Co. Limited, Montreal (L.G., Jan., p. 60).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Yankcanuck Steamships Limited, Sault Ste. Marie, Ont. (L.G., Jan., p. 60).

### Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, and The Niagara District Broadcasting Co. Ltd. (Radio Station CKTB), St. Catharines,

Ont., respondent (L.G., Dec. 1954, p. 1723). (Returning Officer: R. L. O'Neill.)

### Revocation of Certification

J. R. Chorley, Marion Fleming, W. A. Swaffield, applicants, National Association of Broadcast Employees and Technicians, respondent, and Brookland Company Limited (now Frontenac Broadcasting Company Limited) Radio Station CKWS, Kingston, Ont. The application was granted following a public hearing of the parties and the taking of a vote of the employees affected (L.G., Jan., p. 60).

### Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Bureau of Safety, Loss and Damage Prevention, Windsor Street Station, Montreal) (Investigating Officer: C. E. Poirier).

2. Yellowknife District Miners' Union, Local 802, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Dominion Catering Company Limited, Yellowknife, N.W.T. (Investigating Officer: D. S. Tysoe).

3. Beverage Dispensers' Union, Local 676, on behalf of a unit of lounge and beverage room employees of the Vancouver Hotel Company Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During December the Minister appointed conciliation officers to deal with the following disputes:—

1. Macdonald Hotel (Canadian National Railways) and Local Union No. 857, International Union of Operating Engineers (Conciliation Officer: G. R. Currie).

2. Shipping Federation of Canada, Inc., and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



In December the Minister appointed Harold Perkins to investigate a complaint under Section 44 of the Act affecting the National Association of Broadcast Employees and Technicians, complainant, and the Western Ontario Broadcasting Company Limited (Radio Station and TV Station CKLW).

### Settlements Reported by Conciliation Officers

1. Dominion Atlantic Railway Company, Kentville, N.S., and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: H. R. Pettigrove) (L.G., Jan., p. 61).

2. Shipping Federation of Canada, Inc., and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove). (See above.)

### Conciliation Board Appointed

Kawartha Broadcasting Company Limited (Radio Station CHEX, Peterborough, Ont.), and the National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough) (L.G., Dec., p. 1725).

### Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in November to deal with matters in dispute between La Tribune Ltée (Radio Station CHLT, Sherbrooke, Que.), and the Sherbrooke Printing Syndicate Inc. (L.G., Jan., p. 61), was fully constituted in December with the appointment of Mr. Justice André Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister in the absence of a joint recommendation

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

from the other two members, Arthur Matteau and Jean-Louis Gagnon, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in November to deal with matters in dispute between the Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Jan., p. 61), was fully constituted in December with the appointment of Prof. A. W. R. Carrothers, Vancouver, as Chairman. Prof. Carrothers was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and George Home, both of Vancouver, who were previously appointed on the nomination of the company and the union respectively.

### Conciliation Board Reports Received

During December the Minister received the majority and minority reports of the Board of Conciliation and Investigation

established in August to deal with matters in dispute between the Canadian Pacific Railway Company (SS. *Princess Helene*) and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1441). The text of the reports are reproduced below.

During December the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in June to deal with matters in dispute between the Lakehead Terminal Elevators Association representing elevator companies at Fort William and Port Arthur and Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1139). The texts of the reports are reproduced below.

During December the Minister received the majority and minority reports of the Board of Conciliation and Investigation established in August to deal with matters in dispute between the Colonial Coach Lines Limited, Montreal, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Aug., p. 1138). The texts of the reports are reproduced below.

## Report of Board in Dispute between Canadian Pacific Railway Company (SS *Princess Helene*) and Seafarers' International Union of North America

The application was heard in Saint John, New Brunswick, on November 26, 1954, before a Conciliation Board consisting of His Honour, Judge C. J. Jones, Chairman; Mr. John McGough, Nominee of the Union; and Mr. Arthur J. Meagher, Nominee of the Employer.

Representatives of the Union present were:—

E. Hughes, General Representative (Maritimes), Halifax, N.S.; Stanley Devine, Chairman, Local Negotiation Committee, Saint John, N.B.; Gerald Dort, Member, Local Negotiating Committee, Saint John, N.B.

Representatives of the Company present were:—

J. R. Strother, District General Superintendent, Saint John, N.B.; H. E. Powell, Assistant District General Superintendent, Saint John, N.B.; Keith Campbell, Assistant to the Vice-President, Toronto, Ont.;

During December, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Canadian Pacific Railway Company affecting the SS. *Princess Helene*.

The Board was under the Chairmanship of His Honour Judge C. J. Jones, Woodstock, N.B., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Arthur Meagher, Halifax, N.S., and John McGough, Montreal, nominees of the company and the union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Meagher. The minority report was submitted by Mr. McGough.

The texts of the majority and minority reports are reproduced herewith.



S. M. Gossage, Assistant Manager, Department of Personnel, Montreal, Que.; J. G. Dow, Statistician, Saint John, N.B.

By an agreement entered into between the employer and the Union in 1953, with July 1, 1953, as its effective date, a certain scale of wages was agreed to by the parties. The agreement was to remain in effect for two years from July 1, 1953, but the rates of pay were made retroactive to September 1, 1952. The agreement provided that these rates could be reviewed upon notice at the end of the first year. The necessary steps were taken by the Union to have the rates reviewed, and they are the issue before the Board. The request of the Union is for:—

- (1) An increase of monthly wages of \$35 across the board for all unlicensed crew members;
- (2) An increase proportionate to the wage increase in the stand-by rates; and
- (3) An increase of 25 cents an hour in overtime rates.

Briefs were submitted by both parties, and argument and discussion ensued before the Board until 5:00 p.m. on November 26. Neither party suggested any compromise. The Board sat on the morning and afternoon of November 27 to finalize its decision.

It appeared at the hearing that the claim of the Union for an increase was based on three factors:—

- (1) That there should be some compensation for the four hours or more that the unlicensed personnel must stay upon the ship after their eight hours of work were completed;
- (2) That the cost of living in Saint John has gone up; and
- (3) That the officers have received more increases than the men.

The rates of pay provided for under the agreement are based upon a five-day week of eight hours in a stretch of twelve hours per day. The *Princess Helene* leaves Saint John about 8:00 a.m. daily, sails to Digby, N.S., and then returns to Saint John about 6:45 p.m. The crew members are required to be at work from 7:15 a.m. to 7:15 p.m. It is obvious that the crew members must stay on board ship for some time longer each day than the eight working hours.

The undersigned members of the Board are of the opinion that inasmuch as the agreement of 1953 was entered into by mutual consent, and at that time the members of the Union were satisfied and agreed to perform certain services for certain rates of pay, there should be no

upward revision of those rates unless we are shown that there has been some change in conditions to warrant it.

There is definitely, as far as we can ascertain, no immediate prospect of increased prosperity in the operations of the *Princess Helene*, nor of the Railway Company as a whole.

The increase in the cost of living in Saint John since the making of the agreement has been too infinitesimal to warrant the increase asked for, or any increase.

Much stress was laid on the fact that in order to work an eight-hour day, the crew members must be on the ship twelve hours a day and that they should be compensated for it. This is, of course, unavoidable, and the agreement recognizes the situation. There has been no change which warrants additional remuneration.

On the hearing, we were forced to the conclusion that the chief bone of contention was that the Union felt that the licensed employees of the ship had received an increase which they did not get. This failed to impress us as a good ground for demanding an increase, where these people were in different categories.

We, therefore, recommend that the rates of pay provided in the agreement, including overtime and stand-by rates, remain the same.

All of which respectfully submitted.

Dated, November 30, 1954.

(Sgd.) C. J. JONES,  
Chairman.

(Sgd.) A. J. MEAGHER,  
Member.

## MINORITY REPORT

On the 26th day of August 1954, a conciliation Board was appointed to investigate the above dispute. The Board was constituted as follows:—

His Honour Judge Charles J. Jones, Chairman.

Mr. A. Meagher, Company nominee-member.

Mr. J. McGough, Union nominee-member.

Hearings were held in Saint John, N.B., November 25 to 27, 1954.

The Company was represented by:—

Mr. J. Strother, General Superintendent, New Brunswick; Mr. K. Campbell, Assistant to Vice-President, Toronto, Ont.; Mr. J. K. Dow, Statistician; Mr. H. E. Powell, Assistant Superintendent; Mr. S. M. Gossage, Assistant Manager, Personnel, Montreal, Que.

The Union was represented by:—

Mr. Stan Devine, Local Chairman; Mr. Gerry Dort, Committee Member; Mr. E. Hughes, Port Agent, Halifax, N.S.

The Union requests were as follows:—

(1) An increase in wage rates of \$35 across the Board for all unlicensed crew members.

(2) An increase proportionate to the wages increase in the stand-by rates.

(3) An increase in overtime rates of 25 cents an hour.

The case in support of the Union's demands was attributed to the increase in the cost of living in the local area and the dissatisfaction of the employees having to work the 40-hour week in the spread of actual 60 hours aboard ship; or an eight-hour day's work in the spread of 12 hours.

As a Board member, I felt the demands were justified since the Union did not ask for hour by hour overtime for the additional hours, which would no doubt have brought their cash value demands up to a very high figure. The Union requested a token payment of \$35 to include the increase in cost of living in the local area and to cover the captivity of hours spent aboard ship.

The Company presented a justified case of inability to pay in my eyes as a Board member by producing facts and figures on their annual financial statement.

The Chairman of the Board did bring to light the fact that even if ships did earn a full capacity of business, it could never be able to show a very successful

operating profit. It seems that the two terminals on either end of the voyage are shared by the ship; also the transfer of cargo and express from shed floor to vessel on both ends of the terminal.

As a Board member, I have noted from the Company's brief that they did grant increases when this condition did exist in previous years; therefore, I feel that the situation has not changed with regards to the present case. The ship is a necessary piece of railway equipment and must be borne as like burdens in the Railway's operations.

I therefore feel very justified in recommending the full demand of salary increase by the Union since seamen in the same calibre in the Canadian Great Lakes were granted the full benefits of the forty-hour week as of October 1, 1954.

In the matter of the stand-by overtime increase, I recommend that in this case, the local Dockyard rates applicable to the nature or trade of the employment being done, be paid to these crew members.

The direct overtime requested in demand (3) of this report would be automatically adjusted by the increase in salary.

I was very pleased to observe, Mr. Minister, that the most cordial relations existed between both parties in the dispute at all times, and the spirit of good faith and honest collective bargaining was in evidence in both parties.

Respectfully submitted.

(Sgd.) J. McGOUGH,  
Member.

## Report of Board in Dispute between

Lakehead Terminal Elevators Association

and

Brotherhood of Railway and Steamship Clerks, Freight  
Handlers, Express and Station Employees

The Board of Conciliation appointed pursuant to the Industrial Relations and Disputes Investigation Act in connection with the above dispute consisting of His Honour Judge A. H. Dowler as Chairman, Mr. M. A. MacPherson, QC, nominee of the employer, and Mr. Cliff C. Cooper, nominee of the bargaining agent, held formal sittings in the city of Port Arthur, then in the city of Winnipeg and later in the city of Port Arthur at which the employer was represented by: Mr. W. A. Johnson, QC; Mr. William H. Davison;

Mr. W. Scott Neill and Mr. James Fraser; and the bargaining agent was represented by: Mr. F. H. Hall, Vice-Grand President; Mr. J. L. Pateman, General Chairman; Mr. G. Hamilton, General Secretary-Treasurer; Mr. C. W. Hardick, District Officer; Dr. Alfred Stenger, Mr. D. McMillan, President, Lodge 650; Mr. C. G. Seaman, Secretary, Lodge 650; Mr. C. C. McDonald, Member Lodge 650; Mr. M. MacKay, Member Lodge 650 and Mr. J. E. Wilson, Member Lodge 650.



The Lakehead Terminal Elevators Association represents all the elevator companies at the Lakehead.

The last agreements between the parties are four in number in identical terms terminating on the 31st December 1953, between the bargaining agent and the following companies: 1. Manitoba Pool Elevators; 2. Saskatchewan Co-operative Producers Limited; 3. Searle Grain Company Limited; 4. Canadian Consolidated Grain Company Limited; Eastern Terminal Elevator Company Limited; Federal Grain Limited; Fort William Elevator Company Limited; Lakehead Terminals Limited; McCabe Grain Company Limited; National Grain Company Limited; Ogilvie Flour Mills Company Limited; N. M. Paterson & Sons Limited; Superior Elevator Company Limited; United Grain Growers Limited and Westland Elevators Limited.

When the Board heard the presentation made first by the bargaining agent and then the presentation made on behalf of all the elevator companies there seemed an unending number of differences between the contracting parties, so extensive that it seemed to involve practically the re-writing of the whole agreements.

In Winnipeg, when the Board heard the respective replies to the original presentations there still remained a great number of points in issue, alterations or amendments to existing clauses and additional clauses to the present agreements, one point in issue, the schedule of wages.

It speaks very well for the principle of collective bargaining and also for the good sense of the parties that by the time the second meeting was held in Port Arthur the points in issue which had not then been settled were reduced to eleven and before the last Port Arthur meeting concluded all points in issue (alterations, amendments or additions) except the schedule of wages had been settled between the parties by mutual consent so far as the Board is concerned.

The Board is under the greatest obligation to the contracting parties and their representatives before it in that they had been successful in settling all the issues except wages with the result that the field of controversy was very considerably narrowed. The Board expresses to the representatives that appeared before it its heartfelt thanks for their co-operation.

It was unfortunate that the last issue was not also settled. The Board made several determined efforts during the last

During December, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between Local 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Lakehead Terminal Elevators Association, representing elevator companies at Fort William and Port Arthur.

The Board was under the chairmanship of His Honour Judge A. H. Dowler, Port Arthur, who was appointed by the Minister on the joint recommendation of the other two members, M. A. MacPherson, QC, Regina, and C. C. Cooper, Port Arthur, nominees of the Association and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Mr. Cooper. The minority report was submitted by Mr. MacPherson.

The texts of the majority and minority reports are reproduced below.

meeting at Port Arthur to find some formula satisfactory to both parties but were not successful.

The Board must now on the material filed, including briefs, replies, schedules and exhibits—very little of which might be considered as having evidentiary value—and upon the arguments, make a recommendation on the wages issue.

The main argument of the bargaining agent was that the schedule of wages payable at the Lakehead should be increased so that it would be the same as the schedule of wages paid in Vancouver elevators plus an additional 10 cents an hour to compensate them for an alleged dust hazard.

The main argument of the employer was that the present schedule of wages was adequate and was comparable to other wages paid at the Lakehead for similar occupations.

While it may be true that working conditions in Vancouver elevators are similar to Lakehead elevators—though there was no definite evidence of agreement to that effect—that is only one factor to be considered in connection with this argument. There was no evidence that conditions generally were similar in Vancouver and the Lakehead. It was established to the Board's satisfaction that there is a differential in wages generally between Vancouver and the Lakehead and the parties in the past have apparently recognized that this differential exists. The Board's opinion is that the schedule of wages at the Lakehead elevators should not be the same as the schedule of wages at Vancouver.

No serious effort was made to justify allowing any amount as compensation for an alleged dust hazard. This is apparently an occupational hazard which the employer is endeavouring to remove and in which some considerable progress has been made and the Board hopes that further progress will meet continued efforts. At the present time in any event there was no sufficient evidence supporting this claim and the Board makes no recommendation for any allowance for the alleged dust hazard.

It was established that the pattern used in the past in granting increases across the board had resulted in the narrowing of the differential between wages for unskilled and skilled labour and the Board suggest to the parties that this presents a problem for solution. The evidence indicated that possibly certain employees might not be receiving remuneration consistent with their work but it would be quite beyond the present jurisdiction of this Board to endeavour to find such employees and to undertake to assess what they should receive. The Board realizes that this is a matter which can only be determined after the most careful and reasonable negotiations.

While it may be incumbent upon the employer to pay wage rates which compare favourably with those prevailing for comparable work in the community it does not necessarily follow that the employer is under an obligation to match the highest rate for any occupational classification. Neither of the parties provided the Board with the type of information upon which an analysis of the comparability of wage rates could be made. The material was limited to a schedule attached to a brief presented by the employer and the Board are not fully convinced that it is entirely accurate or reliable. Owing to the very limited material recommendation must be made upon our assessment of and after careful consideration of the lengthy briefs, replies, schedules, exhibits and representations made on behalf of the parties and our appraisal of the circumstances present in this case.

During the discussions the Board suggested to the parties that, in view of the fact that any agreement concluded now would terminate on the 31st of December 1954, it might be wise to contemplate an agreement for a term in excess of one year. We again suggest to the parties to give serious consideration to the execution of an agreement for a term in excess of one year.

Because of the foregoing we respectfully recommend the following:

1. That the wages of all employees covered by the four (4) agreements be increased 3 per cent.
2. That such increase be effective from July 19, 1954, the date upon which the Board was finally constituted.

All of which is respectfully submitted.

(Sgd.) A. H. DOWLER,  
Chairman.

(Sgd.) CLIFF C. COOPER,  
Member.

Dated at Port Arthur, Ontario, this 11th day of December, A.D. 1954.

### MINORITY REPORT

While I am in agreement in many respects with the majority report I do not agree with the recommendations therein contained respecting wages of the employees represented by the bargaining agent.

It must be borne in mind that the Lakehead elevator system is part and parcel of the agricultural economy. It must also be recognized to what degree agricultural income has shrunk in 1954. In the province of Saskatchewan alone the decrease is in excess of three hundred million dollars but with no corresponding decrease in cost of production—rather an increase. It must also be remembered that almost half the grain handled at Lakehead is by elevators wholly owned by the primary producers who have suffered the loss. Increased costs would be reflected in even more reduced returns. It is to be noted that some of the unions with large memberships on the Prairies have either signed new agreements without any increases or been definitely told that no increases will be forthcoming.

At the Lakehead the basic rate is not out of line with corresponding labour rates and it must be remembered that where rates are higher they are not in industry affected as adversely as agriculture has been this year. To this Board has been remitted many issues. All have been resolved by the parties except wages for 1954. The parties would not leave to us the making of any recommendation for 1955. On the evidence and argument, therefore, I must conclude that in my view the schedule of wages in 1953 should also apply in 1954.

All of which is respectfully submitted.

(Sgd.) M. A. MACPHERSON,  
Member.

Dated at Regina, Saskatchewan, this 13th day of December, A.D. 1954.



# Report of Board in Dispute between

Colonial Coach Lines Limited  
and

Canadian Brotherhood of Railway Employees and  
Other Transport Workers

The Board of Conciliation in this matter was constituted as follows:—

Judge J. C. Reynolds, Chairman.

A. W. Beament, Esq., QC, appointed on the nomination of the employer.

Pierre E. Trudeau, Esq., appointed on the nomination of the union.

The Brotherhood had delivered to the employer and subsequently filed with the Board its requests, relating these requests to the clauses of the existing agreement. This was undoubtedly a reasonable and helpful way to make the submission but in the light of the way the agreement is drawn it had the result of being repetitious in matters of detail. We do not think, therefore, that it is useful to go through the detailed requests as put forward. We think it would be more helpful to take the substance of the requests, which can be conveniently broken down as follows:

1. Wages and Hours of Work—Operators.
2. Wages and Hours of Work—Non-operating.
3. Miscellaneous Matters Affecting Remuneration.
  - (a) Sick Time Allowance.
  - (b) Overtime—Operators.
  - (c) Statutory Holidays—Operators.
  - (d) Meal Allowance.
  - (e) Room Allowance.
  - (f) Court Time and Investigation Time.
4. Welfare Benefits.
  - (a) Group and Health Insurance.
  - (b) Hospitalization Plan.
  - (c) Pensions.

## General

1. The Board set up by the Minister of Labour met at Montreal on the 21st, 22nd and 23rd days of October 1954, and the 22nd day of November 1954, and received briefs and verbal submissions from both parties to this dispute. During the course of the sittings it seemed to us that the area of disagreement was somewhat narrowed but despite the obvious goodwill on both sides it has become apparent that it is unlikely that the parties can agree at this time.

On December 1, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and Colonial Coach Lines Limited, Montreal.

The Board was under the chairmanship of His Honour Judge J. C. Reynolds, Kingston, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was A. W. Beament, QC, Ottawa; the union nominee was Pierre E. Trudeau, Montreal.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Beament. The minority report was submitted by Mr. Trudeau.

The texts of the majority and minority reports are reproduced below.

2. On the 12th of September 1952, the parties entered into a collective agreement which was negotiated during the sittings of a Board of Conciliation. This agreement came into effect retroactively on the 16th of April 1952, and was to continue until the 15th of April 1954, and thereafter until revised or superseded by a new agreement negotiated between the parties. It is the question of the terms of such new agreement which is before the Board.

3. The employer operates an interurban and commuter bus service, mainly in the eastern part of the province of Ontario with a terminus in Toronto, and into the province of Quebec with a terminus in Montreal. Its employees fall into three well defined classes:

- (a) bus operators.
- (b) maintenance department, and
- (c) ticket sales and baggage room employees.

## Wages and Hours of Work—Operators

4. The bus operators are paid on a combination of hourly service rate and mileage rate. During the time an operator is moving a bus he receives both the service rate of 43 cents an hour and a mileage rate of .0475 cents per mile for the miles actually travelled. During layovers he receives the service rate only.

The most important matter in dispute is the question of hours of work and rates of pay. The Brotherhood requests a 5-day week for all employees without loss of pay on the present rate and an additional increase in the service rate and in the mileage rate. The result of these increases after the first year of employment would be that the operator would be receiving 61.1 cents service rate and 6.2 cents mileage rate. It also requests certain changes in assigned hours.

5. In considering the question of rates it is important to bear in mind that they must be considered in relation to all fringe benefits. The actual pay rates of themselves do not necessarily tell the whole story. In addition to these increases in pay rates the Brotherhood requested many additional fringe benefits to which reference will be made later.

6. It has not been suggested that there has since the negotiation of the last agreement been any change in living costs in the area affected, which of itself would justify an increase in wage rates. The Brotherhood in its brief made a comparison in which increases in wages since 1946 was related to increases in cost of living during the same period; 1946 was no doubt selected as the arbitrary date most favourable to the Brotherhood's contention. A similar calculation worked from a different year base would give a different result. We are not prepared to go beyond the last agreement freely negotiated between the parties.

7. Another factor which might be of importance is not present in this case, namely, that the extreme prosperity of the company justifies a sharing of this prosperity with its employees. The employer has put in no evidence of inability to pay but has shown clearly that during the last three years there has been a marked drop in revenue. For this purpose the employer took the years commencing in September and ending in August. The revenue for the 1953-54 period had decreased 5.89 per cent over the 1952-53 period, and 9.59 per cent over the 1951-52 period. The employer then filed a supplementary statement regarding the month of September. This showed an even more marked decrease in revenue. There is therefore nothing in the financial picture as shown to us that of itself would warrant an increase in wages.

8. Both parties have supported their submissions by comparison with other operations which they argue were comparable. The principal comparisons relied

on by the Brotherhood are set out in their brief and related to Gray Coach Lines. Gray Coach Lines is a wholly-owned subsidiary of the Toronto Transportation Commission and operates basically out of the city of Toronto, where the wage rates generally are higher than in the area in which the employer operates. We had the benefit of the assistance of Mr. James Barker, an officer of the Toronto Transportation Commission, having special knowledge of the operations of Gray Coach Lines. Mr. Barker was good enough to re-calculate many of the comparative figures in the Brotherhood's brief and it appears from these re-calculations that on some typical runs Colonial Coach pays more than Gray Coach Lines would pay, and in others pays less. It is, however, fair to say that over all the rates are closely comparable.

9. The employer compared the wages that would be received at the Colonial rates on certain typical runs of the Gray Coach Lines with the rates actually received by operators of the Gray Coach Lines. These in every case were more favourable to a Colonial Coach operator on a daily basis, and of course were very much more favourable on a weekly basis because of the fact that Gray Coach Lines operates on a 5-day week and the employer operates on a 6-day week. In connection with these latter comparisons, Mr. Robson gave figures showing what would be paid to Greyhound Coach Lines drivers on the same rate. In each case these figures were somewhat higher than those paid by either Gray Coach or Colonial Coach. Again, Greyhound's rates are calculated on a different basis from either of the other two and Mr. Robson, with his usual frankness, admitted that Greyhound's operations were of a distinctly different nature than those of either Colonial or Gray Coach, and that perhaps the comparison was not a completely helpful one.

10. It was the position of the employer that the best basis of comparison was with operations in the same area in which the employer operated, and in which its operators necessarily made their homes. For this purpose schedules were filed making comparisons with:

- (a) Gatineau Bus Lines.
- (b) Abitibi Bus Company Limited.
- (c) Pontiac Bus Lines, all three of which operate out of Ottawa.
- (d) Frontenac Bus Lines, operating out of Kingston, and
- (e) Four bus lines operating in the Belleville-Trenton area.



These operations are, of course, of much less magnitude than the employer's operation, but in every case the difference in remuneration of the operators is striking.

11. The employer also compared the remuneration of an operator on one of its major runs, namely, Ottawa to Montreal, with the remuneration which would be received by the operators of four other lines, two of which were Gray Coach and Canada Coach. For this run the employer paid \$1.64 more than the next highest and \$6.12 more than the lowest.

12. The employer also filed with the Board a schedule showing a comparison of the annual earnings of bus operators in its employ for the years 1945 to 1953. This comparison was based on all operators who received 26 pays during the calendar year. It did not, of course, mean that those operators worked the full year. On this basis in 1953 the average operator received \$3,982.40 in a range the maximum of which was \$5,238.07 and the minimum \$2,804.19.

13. In the later stages of the sittings it became apparent that the employees were not pressing for a reduction of hours of work in the operating department. We do not in any event think that there should be a change in these hours of work at this time.

14. Therefore, considering that nothing has happened since the last agreement which of itself would justify an increase in the wage rates, that the wage rates presently paid compare more than favourably with wages paid for similar operations in the same or similar areas, and that the wage rates in fact result in the employees receiving a fair and reasonable annual remuneration, we are of the opinion that there should be no change in the wage rates of the operating department.

15. Before leaving the question of pay we wish to refer to one matter. Mr. Robson pointed out, quite properly, that under the existing system on certain runs men had a very low hourly rate when one divided the daily pay by the elapsed hours. This was caused in cases where an operator had a short run and a very long lay-over. The lay-over hours are unproductive to the employer and relatively unproductive to the employee. We felt strongly during the hearing and it was so expressed that every thing possible should be done to eliminate these unproductive hours, and we urged both the employer and employees to meet in good faith and endeavour to see what can be accomplished in this respect. Theoretically, this might be accomplished by increasing the spare board, by transferring some of these runs from regular

runs. Something might also be done to employ drivers in maintenance, ticket office or baggage room during the time they are laid-over. It should, of course, be perfectly clear that no present employee in the non-operating departments would lose employment by any such arrangement and it should also be perfectly clear that any operator temporarily so employed during lay-overs would receive the difference between the service rate and the rate of the job performed by him over and above his guaranteed daily minimum. We think also in this connection that the parties might well consider whether the system of daily minimum is as desirable as the system of pay-period minimum employed by Gray Coach Lines.

#### **Wages and Hours of Work—Other Departments**

16. Maintenance department, ticket sales and baggage room employees are paid at hourly rates and are presently working a 48-hour week. In the maintenance department and ticket office and baggage room it is requested that the hours of work be 40 hours a week with no loss in take-home pay and that there be an increase of 10 per cent on the adjusted rate. We are told that this would have the effect of increasing the hourly rate of a first class mechanic from \$1.43 to \$1.89 and of a senior ticket clerk from \$1.47 to \$1.94.

17. The question of wages and hours of work in the maintenance department, ticket office and baggage room can well be considered together. After giving careful consideration to the arguments of both sides, we are of the opinion that hours of work should be changed to provide for eleven full 8-hour days in each two-week period and that this should be accomplished without loss to the affected employees of pay over the period. This can be accomplished by increasing the daily rate of each employee by approximately 9.1 per cent. As an example, the first class mechanic who now receives \$1.43 would receive \$1.56 an hour. It is interesting to note that the first class mechanic with the Ottawa Transportation Commission presently receives \$1.54 an hour and works a 44-hour week and that that rate will be increased to \$1.56 commencing the 1st of January 1955, with no change in hours of work.

#### **Miscellaneous Matters Affecting Remuneration**

##### **18. Sick Time Allowance**

Article 52 of the existing agreement provides for a sick time allowance to be paid to ticket office and baggage room

employees. The Brotherhood asks that the same benefit be extended to the other employees of the company and we recommend that the submission of the Brotherhood in this regard be accepted.

#### *19. Overtime*

The agreement provides for overtime at time and one-half to be paid to employees of the non-operating department. The Brotherhood requests that overtime be paid to operating employees performing work after their assigned hours. We recommend that this request be granted. As a matter of mechanics the Brotherhood suggests that this result be accomplished by the addition of Rules (k) and (l) to Article 7. We feel it would be better to have overtime dealt with in a self-contained paragraph of the agreement.

#### *20. Statutory Holidays*

At the present time eight statutory holidays are granted to the employees of the non-operating departments and six to the employees of the operating department. The Brotherhood asks that the statutory holidays of the operating department be increased by adding Victoria Day and Civic Holiday. The effect of this request is that time worked on these days would be paid for at time and one-half. We recommend that Article 8 of the existing agreement be amended by adding Victoria Day and Civic Holiday. The Brotherhood also ask that employees be paid normal time for statutory holidays not worked and an additional normal day's pay for statutory holidays actually worked. With this we do not agree.

#### *21. Meal Allowance*

The question was raised regarding meal allowance. The present agreement provides for meal allowance under certain conditions, for ticket office and baggage room employees at the rate of 75 cents for breakfast and \$1 for each other meal (see Article 43 (d)), and for maintenance department employees at the rate of 35 cents for breakfast and 75 cents for all other meals (see Article 27 (d)). We are at a loss to understand how this difference in rate can be justified. No allowance is made in relation to meals for operators and we are informed that at an earlier date the meal allowance was incorporated into the rate. It strikes us that this solution was not an equitable one. It is clear that meal allowance, if justified at all, is justified for some employees only. In the spread of the money which would otherwise be available for meal allowances to all employees quite clearly benefits some at the expense of the

others. We therefore recommend the acceptance of the amendment to Article 13, Clause 4, Rule (a) proposed by the Brotherhood, subject, however, to the rates being 75 cents for breakfast and \$1 for each other meal. We further recommend that the meal rate for the maintenance department be increased to 75 cents for breakfast and \$1 for each other meal.

#### *22. Room Allowance*

A great deal was said regarding the room rent allowance paid under certain conditions on runs of 150 miles or less. It was pointed out that on one run of 151 miles the operator received an additional approximately 5-cent mileage and lost \$1 room rent. It is, of course, perfectly clear that in any rule of this kind there must be some arbitrary break-off point. We feel, however, that equity could be done if the parties agreed on a mileage break-off point and a "notch" provision were introduced that would enable the operator to receive his \$1. room rent if his mileage were in excess of the agreed break-off point but applying against it mileage and service rate earned over the agreed break-off point.

#### *23. Court Time and Investigation Time*

We consider the arrangements under the present agreement for remunerating employees for Court time and investigating time to be adequate and recommend no change.

### **Welfare Benefits**

#### *24. Group and Health Insurance*

We were informed that there is in effect an insured group insurance and sick benefit plan. This is paid for in part by the employer and part by the employee. The employer guarantees that an employee's contribution shall not exceed \$2.50 a month. In other words, the employer bears all the cost over and above \$2.50 a month for each insured employee. The employer's contribution is admittedly less than 50 per cent the cost of the plan. On the figures shown to us it would appear that if the employee's contribution was dropped to \$1.75 a month the contributions of both parties would be approximately equal. We recommend therefore that the insurance and sick benefit plan be continued, that each employee pay a maximum of \$1.75 a month and the employer pay the balance of the cost, and that participation in the plan be made a term of employment after six months' service with the employer.

25. We suggest for the consideration of the parties that there is merit in considering the revision of the sick benefit aspect



of this plan to provide more protection in cases of real calamity. At the present time the benefit starts after three days of sickness. We feel sure that at no additional cost if an employee were prepared to carry his own risk for a longer time at the commencement of an illness, it would be possible to either increase the benefits at a later date or extend the period during which he would receive benefits. The provision of sick allowance is an additional factor of importance in this regard.

#### 26. Hospitalization Plan

There is at present in effect a voluntary Blue Cross Plan. As we understand it, the employees are the sole contributors to this Plan; the Employer makes the necessary deductions and remits to the society but makes no contribution to the cost of the Plan otherwise. It is our opinion that it is in the interests of both the employees and the Employer that the employees should have protection against the heavy medical cost to which they may be subjected by a serious illness. We therefore recommend the introduction in this Company of a hospitalization Plan (such as Blue Cross) to which the employee would contribute half the cost and the Employer would contribute half the cost of the coverage on the employee. The employee should be permitted to cover his dependents under the Plan but at his own cost. This Plan should be compulsory and participation in it a term of employment for all employees after six months' service with the Employer.

#### 27. Pension

We were informed that a Pension Plan had recently been introduced for the salaried employees of the Employer. We are strongly of opinion that the parties should immediately commence negotiations in good faith for the establishment at the earliest possible date of a compulsory contributory Pension Plan, and we hope that before it is necessary to reopen any agreement which may result as the basis of any present negotiation, that such a Plan will have been formulated and put into effect.

#### Effective Date

28. There appears to be no element in these recommendations which can effectively be made retroactive. We therefore recommend that these changes become effective on the first day of December 1954.

#### Form of Agreement

29. Throughout our consideration of the matters placed before us we have been impressed by the difficulty of dealing with the existing agreement in its present form.

Both in arrangement and draftsmanship it leaves a great deal to be desired. The impression to be gathered by studying it is that it has grown into its present shape by amendments and additions over a period of years. We feel that it should not be a difficult matter to so rearrange and re-write this agreement that it would more clearly express the understanding between the parties and would be immeasurably briefer and less cumbersome in form.

We cannot leave this matter without expressing our appreciation for the help given to the Board by the representatives of both parties to this dispute and our admiration for the spirit of goodwill, good humour and good sense which characterized the proceedings.

Dated this 30th day of November 1954.

(Sgd.) J. C. REYNOLDS,  
Chairman.

(Sgd.) A. W. BEAMENT,  
Member.

#### MINORITY REPORT

The report of your Board of Conciliation in the above mentioned matter was very nearly unanimous. A spirit of fairness and a genuine desire to improve conditions in the industry concerned were the keynotes of the deliberations. Consequently, the conclusions of the Board were reached with unanimity on ten of the eleven items set out for adjudication at the beginning of the majority report.

There was one subject however upon which the members of the Board were unable to agree: that of wages and hours of work for operators. On that, I find that I must dissent, with respect, from the opinions of my colleagues; and my views and recommendations are different from those set out in paragraphs 7 to 15 of the majority report.

It is apparent that the work-week of the employees of Colonial Coach Lines is completely out of line with conditions prevailing in the immense majority of Canadian industries. In Canada, the 48-hour week is rapidly becoming a thing of the past, and the 60- or 72-hour work week is but a grim memory for most Canadians.

For that reason our unanimous recommendation, in the case of the non-operators, for reducing the 48-hour week to 44 with no loss in take home pay, is certainly a step in the right direction, although personally I would have preferred to see it combined with the 5-day week.

(Continued on page 198)

## Legal Decisions Affecting Labour

Order requiring seafarers' union to reinstate seaman upheld by Quebec appeal court. B.C. court finds that conciliation report not binding award in a dispute between the city of Vancouver and its policemen

In Quebec, the appeal court, ruling that a seaman discriminated against by his union had exhausted his rights under the union constitution, has affirmed a lower court order requiring his reinstatement.

The British Columbia Supreme Court has ruled that because the constitution of the policemen's union contained no valid provision prohibiting a strike, the conciliation board report in a dispute between the city of Vancouver and its policemen was not a binding award.

### Quebec Court of Queen's Bench, Appeal Side ...

... affirms court order requiring seafarers' union to restore membership rights to merchant seaman

On September 27, 1954, the Quebec Court of Queen's Bench dismissed the appeal of the seafarers' union from a Superior Court judgment granting a writ of *mandamus* to a seaman to enable him to obtain his rights as a member in good standing of the union. The seaman had been put on the union's "Do Not Ship" list for no specific given reason and as a result was unable to obtain employment on any ship served by the union.

Mr. Justice McDougall gave the Court's reasons for decision. The plaintiff, a merchant seaman named Droeger, was put on the "Do Not Ship" list by his union, the Seafarers' International Union of North America (Canadian District), on May 30, 1952. After several unsuccessful attempts to obtain from the local administrator of the union a withdrawal of the order, the plaintiff's solicitor wrote a letter to the union demanding that he be reinstated or that such complaint as the union had against him be proceeded with. No reply was received and no action was taken against the plaintiff or proceedings instituted to investigate the rights of the union to bar him from employment. On June 27, 1952, Droeger took proceedings by way of a writ of *mandamus* in order to obtain his rights as a union member. The Superior Court granted the writ on April 20, 1954, and from that judgment the union brought an appeal.

The union's first ground of appeal was that it had a right to maintain a "DNS" list in order to discipline its members. This was a doubtful proposition, in Mr. Justice McDougall's view, but in any case the proof showed no ground for depriving the plaintiff of his rights and the arbitrary action of the local administrator was properly condemned.

The union's second argument was that the plaintiff had failed to comply with the union constitution in making his complaint. Article VI, Section VI, of the constitution provides that no recourse shall be had to the courts until "the remedies provided hereunder and in his or her district or local constitution have been exhausted". The union claimed that under Section II of Article VI a dispute between the plaintiff and a local administrator came within the jurisdiction of the international union and that the plaintiff should have made his complaint to the international headquarters in San Francisco and not to the district headquarters in Montreal. His Lordship quoted Article VI, Section II, Subsection 2, Paragraph 3, which reads:

Jurisdiction shall be vested in subordinate district of local unions over the following disputes... (c) complaints against officers of such district or local unions.

Since the local administrator was an officer of the defendant local union, the plaintiff's complaint was properly made to the union in Montreal, His Lordship stated. In his letter the plaintiff was filing a complaint in writing setting forth his grievance, as provided in Section IV of Article VI.

Since the defendants had done nothing to arrange for a hearing of the complaint as required by Subsection 3 of Section IV, the plaintiff had done everything possible under the constitution to have his grievance decided. Subsection 3 provides that upon receipt of a grievance the body having

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



jurisdiction will fix a date not less than 20 days or more than 40 from the date of receipt of the complaint for a hearing of the grievance. Since this was not done, the plaintiff was not precluded by the constitution from taking court proceedings.

The Court dismissed the union's appeal from the judgment granting Droeger a writ of *mandamus* to compel the union to reinstate him with full membership rights. *Seafarers' International Union of North America (Canadian District) and Others v. Droeger* [1954] BR Montreal 792.

### British Columbia Supreme Court...

... holds conciliation report not binding in dispute between city of Vancouver and its policemen

The British Columbia Supreme Court on October 13 granted an application brought by the city of Vancouver for an order that the report of a conciliation board in a dispute between the city and the union representing its policemen was not a binding award. The Court held that the recommendations were not binding because the provision in the constitution of the policemen's union prohibiting a strike by its members was no longer in effect, as a result of the repeal of the Vancouver Incorporation Act.

Mr. Justice Macfarlane gave the Court's reasons for decision, setting out first the facts of the case. The city and the Board of Police Commissioners had in previous years negotiated collective agreements with the City Policemen's Federal Labour Union, Local No. 12. The last agreement was effective for one year from March 1, 1953. In the negotiations for the renewal of this agreement for the period beginning March 1, 1954, a dispute arose between the parties and a conciliation board was appointed in accordance with the Industrial Conciliation and Arbitration Act.

During previous negotiations an arrangement was made between the parties which resulted in an amendment to the by-laws of the union which stated: "No strike of this Union shall be called nor any vote taken relative to a strike so long as Section 336B (1949 Amendments) remains in the Vancouver City Incorporation Act." The Vancouver Incorporation Act of 1921 was repealed by the Act called the Vancouver Charter, which came into force July 2, 1953. In the new Act, Section 181 re-enacts substantially Section 336B of the former Act but not in identical terms. It provides that, where a conciliation board is appointed to deal with a dispute between the city and a union representing the city's

policemen, the recommendation of the board is deemed to be an award under the Arbitration Act provided that the union's constitution contains a provision prohibiting a strike by its members. In the case at bar the question arose whether by reason of the repeal of the Vancouver Incorporation Act the provision in the by-laws of the union still prohibited a strike by its members.

His Lordship agreed with the argument of counsel for the union that Section 181 in the new Vancouver Charter substantially re-enacted Section 336B of the old Act but he did not see how it could be said that Section 336B remained in the Vancouver Incorporation Act when that Act had been repealed. The section of the Vancouver Charter repealing the former Act continued the application of the old Act to certain specific matters, none of which exactly described the proceedings in this case. His Lordship did not think that any section of the Interpretation Act served to fill up the gap existing here. The objection was technical and he would be glad to find authority for holding that Section 336B remained in effect but he could find none. Accordingly, the clause in the union's constitution prohibiting its members from striking was no longer effective.

Mr. Justice Macfarlane noted that Section 528B of the Municipal Act provides that the recommendations of a conciliation board are binding upon the municipality or Board of Police Commissioners and upon the municipal firemen or policemen. However, Section 562 of the Vancouver Charter excludes the application of the Municipal Act, except of certain sections not including Section 528B.

Counsel for the union submitted further that the city could not now assert that the recommendations of the conciliation board were not binding because the proceedings before the board had been conducted on the understanding that the union's constitution did prohibit a strike. His Lordship stated that the doctrine of acquiescence did not apply to proceedings before a conciliation board, the findings of which are not binding on the parties until accepted by them, apart from special statutory provision. Under Section 181 of the Vancouver Charter, the recommendations of a board are deemed an arbitration award only where the constitution of the union that is a party to the dispute prohibits a strike. At the time of the proceedings

before the conciliation board, the provision in the constitution of the policemen's union prohibiting a strike had become nugatory by reason of the repeal of the Vancouver Incorporation Act. For this reason the union's claim must fail.

The Court held that the recommendations of the conciliation board were not binding on the city until accepted by it. *Re Vancouver Charter and Vancouver and City Policemen's Federal Labour Union, Local No. 12* [1954] 4 DLR 653.

## Recent Regulations, Federal and Provincial

Federal regulations under Disabled Persons Act establish conditions under which costs will be shared with provinces. Regulations under several federal labour Acts have been consolidated and reissued

Under legislation to provide pensions for needy disabled persons, which came into effect January 1, federal regulations were issued setting out the details of the conditions under which costs will be shared with the provinces. Regulations were also issued under the Saskatchewan legislation to implement the plan for assistance to the disabled in that province.

Consolidations of regulations under a number of federal Acts were gazetted in December. Although few changes in substance were made, regulations having a bearing on employment are briefly reviewed below.

Minor amendments were made to provincial regulations relating to apprenticeship in Alberta, overtime pay in Saskatchewan and medical care in work camps in Ontario. Regulations providing for the payment of supplemental allowances to certain recipients of Old Age Security pensions were re-issued in Saskatchewan.

### FEDERAL

#### Aeronautics Act

A consolidation of the Air Regulations under the Aeronautics Act was approved by P.C. 1954-1821 of November 23, gazetted December 8.

Changes in wording and arrangement were made in the section which deals with the licensing of crew members but the provisions are unchanged except that immigrants are now permitted to obtain licences. However, the licence will lapse if the immigrant does not become a Canadian citizen within five years of his arrival. As before, licences may be granted to citizens of other states which grant the same privileges to Canadian citizens. The licence fee remains five dollars.

The section prohibiting a person from flying as a crew member while under the influence of alcohol or a drug now extends the prohibition to a person aware of being under any physical disability that might render him unable to meet the requirements as to physical condition for the issue or renewal of a licence.

The Minister of Transport may make directions specifying the various classes of licences and permits that may be issued under the regulations; the duties and functions that may be carried out by the holder of a licence; the kinds of aircraft and the types of aircraft operations in which a licence is valid; the qualifications as to age, physical condition, knowledge, experience and skill of persons to whom licences may be issued; and the nature of the examinations and tests to be undergone and information to be submitted by any person applying for the issue, renewal or variation of a licence.

#### Disabled Persons Act

The Disabled Persons Act passed in 1954 (L.G., Sept. 1954, p. 1295) was proclaimed in force January 1, 1955. Regulations under the Act, also effective January 1, were approved by P.C. 1954-1831 of November 23, gazetted December 8.

The Act authorizes the federal Government to make an agreement with any province to pay 50 per cent of a pension of up to \$40 a month to a needy person between the ages of 18 and 65 years who is totally and permanently disabled.

The regulations specify the conditions which constitute total and permanent disablement; set out the information to be presented in making application for an allowance and the documents which will be accepted as proof of disability, age, marital status, and residence in Canada; and



establish what will be considered as income and when the allowances are to be paid. The federal authority responsible for administering the Act and regulations is the Director of Disabled Persons Allowances in the Department of National Health and Welfare.

For the purpose of receiving an allowance under the Act, a person will be considered totally and permanently disabled only when (a) he is suffering from a major physiological, anatomical or psychological impairment, verified by objective medical findings; (b) the impairment is likely to continue without substantial improvement during the lifetime of the person and is one to which the concept of cure cannot be applied; and (c) as a result of such impairment the person is severely limited in activities pertaining to self-care and normal living, such as being (i) bedridden or chair-fast; (ii) unable to leave home without being accompanied by another person; (iii) normally in need of care and supervision for one or more of such self-care activities as dressing, body hygiene or eating; (iv) unable to perform such routine activities as climbing a short stairway or walking a limited distance on a level surface; or (v) certified by a qualified physician to be under medical instructions to forbear from routine activities of the kind mentioned.

However, the regulations state that a person will not be considered to be totally and permanently disabled where a favourable rehabilitation prognosis is obtained or approved therapeutic measures are recommended by the provincial authority and the requisite rehabilitation services or therapeutic measures are available.

A pension will be paid to a patient in a hospital, nursing home or other private, charitable or public institution only under certain conditions. A person to whom an allowance has been granted will receive payment for periods in a hospital not exceeding 62 days in a calendar year, and for an unlimited period if he is a patient for the purpose of rehabilitation or therapeutic treatment approved by the provincial authority. A recipient who is a patient or resident in a nursing home or a private, charitable or public institution may be paid the allowance if the whole or the greater part of the cost of his accommodation there is being paid on his behalf by members of his family.

An application for an allowance may be made by any totally and permanently disabled person who has attained the age of 17 years and six months. The form and

contents of the application may be prescribed by the provincial authority but every application must state the full name of the applicant, the present address, the place and date of birth, places of residence for the preceding ten years, the time at which the applicant first considered himself to be totally and permanently disabled and the nature of his disability, if known. It must also state the present occupation, if any, of the applicant and his spouse and his occupation before he became disabled, the income and means of subsistence of the applicant and his spouse, and the particulars of any real or personal property apart from household furnishings and personal effects owned by the applicant and his spouse at the date of application, as well as any property transferred to any other person within the five years preceding the date of application.

Applications must be made to the authority administering the disabled persons legislation in each province. In provinces where there was legislation providing for pensions to disabled persons before the coming into force of the federal Act, i.e., Newfoundland, Ontario, and Alberta, the provincial authority may, with the consent of the Minister of National Health and Welfare of Canada, consider an application made under the provincial legislation as an application under this Act. In such cases the disabled person is not required to make a new application and the provincial authority is not required to make the investigation provided for in these regulations. However, this provision does not authorize the provincial authority to grant an allowance to any person not eligible under the federal Act and regulations.

When making application for an allowance a disabled person must submit a medical report, signed by a qualified physician, in such form as may be prescribed by the provincial authority. The report must state the nature, extent and prognosis of the disability, the findings upon which the diagnosis and prognosis were made, the limitations in function imposed by the disability, any other pertinent information concerning the disability, including any relevant recommendations for treatment, and any other information required by the provincial authority. The provincial authority must consider this report before determining whether an applicant is totally and permanently disabled and must make any medical investigation it considers necessary. At least once a year it must cause such

further medical review or investigation as the nature of the recipient's disability may require.

In addition to having the medical investigation made, the provincial authority must require an investigation into the facts and circumstances set out in each application. The investigation is to be made by an investigator employed by the provincial authority or by a duly authorized representative of another agency who is recommended by the provincial authority and approved by the federal Minister. The investigator must personally interview the applicant. A report must be made respecting the physical activities that the applicant is able to perform without assistance and any other matters necessary to determine the eligibility of the applicant for an allowance.

The investigation must be made not sooner than four months before the date of the proposed commencement of the allowance, except that the provincial authority may extend this period to six months during the first year the program is in operation or at any time where the applicant lives in a part of Canada accessible only at certain times in the year. Annual investigations are required after an allowance has been granted.

The regulations also set out the evidence to be furnished as proof of an applicant's age, marital status, and length of residence in Canada. The evidence required is the same as under the Old Age Assistance Regulations (L.G., 1952, p. 310).

The means test for recipients of a disabled persons pension is also the same as for recipients of old age assistance. The income limits set by the Act are \$720 a year in the case of a single person, \$1,200 a year in the case of a married person living with his spouse, and \$1,320 a year in the case of a married person living with a blind spouse. Income includes the pension itself and any allowance paid to the spouse under the Old Age Assistance Act, the Blind Persons Act or the Old Age Security Act, the interest from any real or personal property, and the value of board and lodging furnished free or for a nominal charge. The agreement made between the federal Government and a province regarding the payment of pensions may provide that certain types of assistance will not be included in calculating income. These include mothers' allowances, family allowances, supplementary allowances provided by any province to recipients of old age assistance, blind persons pensions or old age assistance, pay assigned by a member of the

armed forces on active service, direct relief paid by the municipality or the province or a registered charitable organization in an amount considered reasonable by the provincial authority, small casual gifts, contributions other than for ordinary maintenance to recipients or their spouses requiring special care, any amount considered reasonable by the provincial authority received by a blind spouse for the purpose of obtaining a guide, and the income value determined as provided in the regulations from an amount up to \$500 of the cash surrender value of life insurance.

The regulations specify the manner in which the provincial authority must determine the amount to be considered income from real and personal property. The provincial authority must examine the particulars of any transfer of property by the applicant or his spouse during the five years preceding the application or at any time subsequently, and if it decides that the transfer was made for the purpose of qualifying for an allowance or for a larger allowance must include such property in calculating the income of the applicant. A recipient is required to report immediately to the provincial authority any increase or reduction in the amount of his income or property. If he desires to apply for an increase in his pension, he must notify the provincial authority and furnish all necessary information.

Where board and/or lodging is provided to the recipient free or for a nominal charge, an amount which would be a fair and reasonable charge must be considered as income. The amount considered as income for lodging may not be less than \$10 monthly for an unmarried recipient and \$15 monthly for a married recipient and his spouse; for board, it may not be less than \$20 monthly for an unmarried recipient and \$30 monthly for a married couple; and for board and lodging, it must be at least \$30 a month for an unmarried recipient and \$45 a month for a married couple.

The provincial authority may appoint a trustee for a recipient who is unable to look after his own affairs or who is likely to use his allowance otherwise than for his own benefit, and may pay the allowance to the trustee. The trustee is required to keep accounts and make returns to the provincial authority on request. Where the trustee is an officer of an institution in which the recipient is living, the provincial authority may authorize the trustee to pay to the institution what the provincial authority considers a reasonable sum for



the maintenance of the recipient but shall require the trustee to allow the recipient a reasonable amount for his personal use.

The payment of an allowance will be suspended while a recipient is absent from Canada, or is serving a prison term of more than 30 days, or is not complying with the Act and regulations. However, the provincial authority may continue payment during a period of absence from Canada of not more than 92 days, if satisfied that the circumstances justify it. If an allowance has been improperly paid as a result of the withholding of information or misrepresentation or any other cause, the provincial authority may either recover the amount from the recipient or suspend payment until the amount paid improperly has been recovered.

### Explosives Act

Several changes were brought into effect by a consolidation and revision of the Explosives Regulations, approved by P.C. 1954-1801 of November 23, gazetted December 8. Many were merely changes in wording or rearrangement of sections but some parts of the regulations were expanded. Provision is now made for an Explosives Transportation Permit which must be obtained from the Minister to transport explosives in quantities exceeding 4,000 pounds. The permit may authorize the transportation of up to 10,000 pounds, subject to certain restrictions.

The regulations govern the authorization and testing of explosives, the manufacture, storing, transportation, sale and importation of explosives, and the conditions to be observed in factories and magazines.

Part VI of the regulations, which governs transportation by road and private railway, was expanded to include greater precautions. All persons engaged in the loading, unloading or transportation of explosives must observe all due precautions for the prevention of accidents by fire or explosion, and for preventing unauthorized persons from having access to the explosives. Among the precautions is a section forbidding anyone to smoke while on, in or attending a vehicle containing an explosive. The prohibition formerly applied only within cities, towns and villages. The provisions stating that a vehicle transporting explosives must be in the exclusive charge of and attended by some competent person now specify that the person must not be under 21 years of age. When it is necessary to keep a vehicle moving on the road in excess of ten hours, two licensed drivers, not under 21 years of age, must accompany the vehicle.

As previously, no person under 16 years of age may be employed in or enter any danger building except in the presence of and under the supervision of some responsible person over the age of 21 years. The sections of the regulations governing factories and magazines retain the provisions prohibiting smoking or the possession of matches or other fire-producing devices except in the areas, if any, where it is allowed by the Minister of Mines and Technical Surveys.

### Financial Administration Act

Consolidations of the Prevailing Rate Employees General Regulations, the Ships' Crews Regulations and the Ships' Officers Regulations were gazetted December 8 and became effective December 1. The consolidated regulations do not in any way revise the conditions of employment.

The Prevailing Rate Employees General Regulations (L.G., March 1954, p. 417; June, p. 859, and August, p. 1157) were approved by Treasury Board Minute T.B.478800 of November 10. The Ships' Crews Regulations and the Ships' Officers Regulations (L.G., Sept. 1954, pp. 1304 and 1305) were approved by T.B.478801 of November 10 and T.B.478900 of November 18, respectively.

### Industrial Relations and Disputes Investigation Act

Regulations under the Industrial Relations and Disputes Investigation Act were consolidated and approved by P.C. 1954-1727 of November 18, gazetted December 8. No changes were made (L.G., 1949, p. 55; 1950, p. 891, and 1952, p. 946). The Industrial Relations and Disputes Investigation Regulations appear as Schedule I and the Rules of Procedure of the Canada Labour Relations Board as Schedule II.

### Public Works Health Act

Public Works Health Regulations were authorized by P.C. 1954-1913 on December 8, 1954, and gazetted on December 22, 1954. These regulations replace and revoke previous regulations made by P.C. 416 on February 25, 1930.

The Public Works Health Act authorizes regulations to be made "for the preservation of health and the mitigation of disease" among persons employed in the construction of public works. Public work is defined to include "every public work of Canada, every railway, canal, bridge, telegraph and other work within the legislative authority of the Parliament of Canada".

Like the regulations which they replace, the new regulations mainly require that living quarters provided for the accommodation of employees by a company engaged in the construction of a public work be kept in a sanitary condition, and that medical services be provided if more than 75 workmen are employed.

Camps must be operated in accordance with every recognized standard of sanitation. Certain requirements are set out to prevent overcrowding and to ensure adequate cleansing and disinfecting of premises. Rules are laid down as to location of kitchen and dining quarters, water supply, refuse and garbage disposal facilities, and latrines. The necessary equipment to insure proper heating, ventilation, protection from vermin, and sewage disposal must be provided, and the camp, together with its sanitary equipment and appliances, must be kept in a good state of repair and cleanliness.

The regulations stipulate that no person who suspects or knows himself to be suffering from a communicable disease shall serve in any capacity in the preparation or serving of food. A company is prohibited from employing any such person in that capacity.

The Minister of National Health and Welfare is responsible for the administration of these regulations through the Division of Public Health Engineering of the Department. The Chief of that Division or any officer designated by him is named Public Works Health Officer for the purposes of the regulations.

The Public Works Health Officer may visit and inspect any camp at any time and it is incumbent upon the management to give him every assistance possible. Upon his recommendation, the Minister may order a camp to be vacated if it is, in his opinion, unfit for human occupation. The expiry date of such an order may now be stipulated in the order itself. Previously the regulations provided that the order must be obeyed within two weeks.

To carry out its obligation to provide medical care for employees living in work camps, a company is required to appoint at least one medical officer for every 500 employees within a territory of 30 miles, and to furnish him with transportation, drugs and medical supplies. The company must also maintain a small isolation hospital and, if there is no hospital within a reasonable distance, may be required by the Public Works Health Officer to establish a temporary hospital under the direction of a medical officer. The medical officers must visit the camps under their care at least once a month.

To help cover the costs of these medical services, the company may deduct from each employee's wages a fee of \$1 a month. In return for this contribution each contributing employee is entitled, without additional charge, to any medical and hospital services required. Where employee contributions are insufficient to cover the cost of medical expenses, the Minister may direct the contractor to contribute.

The medical officer is required to familiarize himself with the regulations, to report violations to the Public Works Health Officer, and to make recommendations regarding sanitation in camps and at public works projects.

Every contract let for a public work must contain the express condition that it is made subject to compliance with these regulations. The sanitary requirements prescribed for a camp are also applicable to a public work to the extent that compliance with such requirements is feasible. The Public Works Health Officer may require the correction of any particular unsanitary condition in a camp or in any public work. The new regulations require that on the cessation of any camp or public works project the grounds and buildings must be left in a clean and sanitary condition.

The revised regulations do not differ greatly in substance from the 1930 regulations which they replace. The Public Works Health Engineering Division now carries out the functions previously assigned to "inspectors". The provision for a Board of Health on each project made up of the inspector, the sanitary engineer, the medical officer, and the government engineer in charge of the project, has been deleted. Also, specific provision is no longer made for dealing with complaints from persons aggrieved by non-fulfilment of the regulations.

### Trade Unions Act

A revision of the regulations under the Trade Unions Act was approved by P.C. 1954-1857 of December 1, gazetted December 22. They prescribe the forms to be used by trade unions in applying for registration or in making annual returns respecting receipts and expenditures, alterations of rules and changes of officers.

A new provision sets out a procedure by which the Registrar may cancel the certificate of registry of a trade union which ceases to be a trade union under the Act or withdraw a certificate at the request of a trade union.



The fee for registering a trade union remains four dollars and for registering alterations in rules, two dollars.

### **War Veterans Allowance Act**

The War Veterans Allowance Regulations were consolidated with little change and approved by P.C. 1954-1754 of November 18, gazetted December 8. No new provisions were made in the section dealing with the payment of unemployment insurance to unemployed veterans (L.G., 1952, p. 1233).

## **PROVINCIAL**

### **Alberta Apprenticeship Act**

The regulations made by O.C. 1283-54 and O.C. 1284-54, covering apprentices in the painting and decorating trade and in the sheet metal trade, were amended on November 26 by O.C. 1620-54 and by O.C. 1621-54, gazetted December 15, 1954.

The regulations were amended to provide that there shall be a fee of \$3 for the examination and certificate in each trade. Previously provision for this fee was made in the general regulations which cover all trades.

### **Ontario Public Health Act**

The regulations under the Ontario Public Health Act requiring medical services to be provided in camps in territorial districts without municipal organization have been declared not to apply to camps which house workmen employed by a railway company. The regulations require employers to provide medical, surgical and hospital care for their employees and maintenance during treatment. (L.G., Jan. 1954, p. 124.)

Railway camps were declared exempt by an amendment approved by O.Reg. 189/54 on November 4, gazetted November 20.

### **Saskatchewan Disabled Persons' Allowances Act**

By an Order in Council under the Disabled Persons' Allowances Act (O.C. 2774/54) made December 17 and gazetted December 24, the Saskatchewan Government has authorized the Minister of Social Welfare and Rehabilitation to enter into an agreement with the federal Government providing for joint payment of a monthly pension of \$40 to needy persons over 18 years of age who are totally and permanently disabled and has approved the form of the agreement. By O.C. 2773/54 of the same date regulations were issued to govern the payment of the pensions. The agreement and the regulations are effective from January 1.

Under the terms of the agreement, a \$40 pension is payable to a disabled person resident in Saskatchewan who qualifies under the federal Act. In cases where the maximum allowance of \$480 a year added to the recipient's other sources of income would make his total annual income exceed the specified limits, the pension will be reduced accordingly. All the types of assistance listed in the federal regulations which may be excluded in calculating annual income are excluded under the Saskatchewan agreement.

The Province of Saskatchewan agrees to pay a pension to a person receiving a pension from another province who transfers his residence to Saskatchewan, and to reimburse another province to the extent of 50 per cent of the pension of a recipient who, during the last 1,095 days that he was in Canada before reaching the age of 18 years or before applying for a pension, spent a greater number of days in Saskatchewan than in any other province. If a disabled person receiving a pension from Saskatchewan moves to another province which has no pension agreement the pension will be continued. If a recipient moves out of Canada, his pension will be discontinued but will be resumed if he returns to Canada.

The agreement also provides that the province will make statutory provision to ensure the proper carrying out of the provincial law, to provide that no pension shall be subject to alienation or transfer by a recipient or to attachment or seizure in satisfaction of any claim against him, and that the receipt of an allowance shall not by itself disqualify a person from voting in a provincial or municipal election. The province is required to furnish without charge to any other provincial authority a birth certificate of any recipient born in Saskatchewan, and to keep available proper records and accounts for examination by federal officials. Where a recipient or his spouse has transferred any property within the five years preceding the date of application for an allowance, and it appears that the consideration for it was inadequate or that the transfer was made for the purpose of qualifying for an allowance or for a larger allowance, the provincial authority will include the property in calculating the applicant's income.

The regulations approved under the Disabled Persons' Allowances Act name the Social Welfare Board as the authority charged with the duty of considering applications for allowances and determining the amounts to be paid. The Board is required to meet as often as occasion requires but

at least once a month. In addition to determining the merits of applications for allowances and increases or decreases and approving all payments made, it has the duty of advising the Minister of Social Welfare and Rehabilitation respecting the administration of the Act and regulations.

The Director of Public Assistance must inquire into the merits of all applications for allowances and advise the Board as to the expediency of granting, continuing, altering or withdrawing an allowance.

Every applicant for an allowance must complete an application in the form prescribed by the Director, and return it with the required documents to the Director's office or a regional office of the Department of Social Welfare and Rehabilitation.

All applications and the accompanying evidence are to be referred to the Disability Certification and Rehabilitation Review Committee, appointed by the Minister and composed of two qualified medical practitioners, one of whom is appointed by the Government of Canada, as well as a social worker and such other persons as are deemed advisable. After examining the medical and social reports for each person the Committee must issue a certificate stating either that the person is or continues to be totally and permanently disabled or that he is not. If the Committee is unable to come to a decision on the question because of lack of data, it must request whatever additional examinations or information it considers necessary. If the Committee cannot reach a decision because of a difference of opinion of its medical members, it must recommend an impartial, qualified medical practitioner to act as a referee and his decision shall be final. The Committee has discretion to recommend the deferment of the payment of an allowance pending an exploration of rehabilitation services to the recipient. In every case the Committee must make a report and recommendations to the Director.

When a recipient reaches the age of 70 years and it is shown to the satisfaction of the Government of Canada that he qualifies for a pension under the Old Age Security Act, his disabled persons allowance will be discontinued on the last day of the month in which his 70th birthday occurs.

### Saskatchewan Hours of Work Act

A further amendment to three orders under the Hours of Work Act in Saskatchewan extended once again the period during which an exception from the 44-hour weekly standard set by the Act is permitted. The period, which was to have ended November 30, was extended to January 31, 1955, by O.C. 2539/54 of November 16, gazetted December 3. The exception permitted a 48-hour week without payment of overtime.

The three orders cover shop and office employees in 83 listed towns and villages with between 300 and 500 inhabitants and employees *other than shop, office and factory employees* in 140 listed places with a population of more than 300, excluding cities but including the nine larger towns. (L.G., 1953, p. 1192.)

### Saskatchewan Social Aid Act

The regulations under the Saskatchewan Social Aid Act which provide for a supplemental allowance to certain recipients of pensions under the Old Age Security Act (Canada) were replaced by regulations approved by O.C. 2547/54 of November 16, gazetted December 3.

The main provisions of the regulations are unchanged (L.G., 1952, pp. 316 and 621; 1953, p. 116). The maximum allowance remains \$2.50 a month. The new regulations set out the duties of the Director of Public Assistance with respect to payment of the allowances and define what will be considered income for the purpose of determining eligibility.

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## Mine-Mill Union Denied All Benefits of Taft-Hartley Act

The United States National Labor Relations Board early this month dismissed unfair labour practice charges against an employer because the union making the complaint was not in compliance with the provision in the Taft-Hartley Act requiring union officials to sign non-Communist oaths.

The Board ruled that Maurice E. Travis, Secretary-Treasurer of the International Union of Mine, Mill and Smelter Workers, had admitted to the union's membership that he still supported the Communist Party after he had signed the required non-Communist affidavit. The ruling deprives the union of all "further benefits" of the Act.



# Changes in Australian Stevedoring Legislation

Amendments provide for committee of inquiry to examine organization and operation of stevedoring industry and change system of recruiting labour at docks; union loses exclusive right to provide workers

In Australia, recent amendments to the Stevedoring Industry Act, 1949, provided for the appointment of a committee of inquiry to examine the organization and operation of the industry and changed the system of recruiting labour at the docks. Since 1947, continuing a wartime arrangement, the union concerned with waterfront employment, the Waterside Workers Federation of Australia, has had the sole right, conferred upon it by statute, to provide the number of men needed to fill the quotas set for the various ports by the Australian Stevedoring Industry Board. Henceforth, where a quota for any port is unfilled and new workers are required, the Board will ask the employers to fill the number of vacancies which it will indicate to them.

Under the Australian Constitution, the Commonwealth Parliament has power to make laws with respect to "trade and commerce with other countries, and among the States" and Section 98 declares that this power "extends to navigation and shipping, and to railways the property of any State". Since stevedoring is part of the operation of trade and commerce, the federal Parliament is competent to legislate in this field.

In 1947 legislation was enacted providing for the setting up on a permanent basis of a Stevedoring Industry Commission to continue in peacetime the functions performed by the wartime waterfront authority appointed under national security legislation. In 1949 new legislation was passed abolishing the Stevedoring Industry Commission and making provision for its replacement by the Australian Stevedoring Industry Board. The Board consists of a chairman and two other members who are appointed by the Governor-General and whose qualifications for office are not defined in the Act. No provision was made for the representation on the Board of shipowners or the Waterside Workers Federation, as under the 1947 legislation.

Generally speaking, the duties of the Board are similar to those with which the earlier Commission was charged, except with respect to the settlement of industrial disputes. The Board's general function is described in the Act as that of "securing the speedy, safe and efficient performance of stevedoring operations". In

particular, its functions are to regulate and control the performance of stevedoring operations, in so far as those operations are performed in the course of trade and commerce with other countries or among the States; to develop port facilities in connection with stevedoring operations, including the introduction of mechanized methods of handling cargo; to provide sufficient waterside workers at each port; to ensure that waterfront labour is used to the best advantage; to pay "attendance money" to waterside workers (a payment to workers who are available for employment on a certain day but who are not actually engaged for work on that day); to establish and administer employment bureaus; to train persons in the loading and unloading of ships; to provide medical services and amenities for waterside workers; and to publish information relating to the industry. The Board is empowered to make orders which have the force of law.

Jurisdiction to prevent or settle, by the method of conciliation or arbitration, industrial disputes extending beyond the limits of any one State in connection with stevedoring operations, which under the 1947 legislation was exercised by the Stevedoring Industry Commission, was by the 1949 Act vested in the Commonwealth Court of Conciliation and Arbitration. The Court is also empowered to regulate industrial matters incidental to stevedoring operations to the extent that those operations relate to trade and commerce with other countries or among the States, whether or not an industrial dispute reaching beyond the limits of any one State exists in relation to those matters. Jurisdiction, both as to disputes and industrial matters, is to be exercised by a single judge who may, however, refer any question of law to the full Court.

The Board is responsible for registration of employers and of waterside workers and may determine port quotas of registered workers. An unregistered employer is precluded from engaging workers in the industry and unregistered persons may not be employed as waterside workers. The legislation provided, further, that, except at such ports as the Board should determine, a waterside worker may not be registered

under the Act unless he is a member of the Waterside Workers Federation of Australia. Thus control of the engagement of labour at the docks has been entirely in the hands of the union.

In introducing the amendments, the Minister for Labour and National Service emphasized the complexity of the problems which had always beset the industry. Stevedoring was one of the few remaining casual industries and the efforts that had been made from time to time to work out a system of permanent engagement had proved fruitless. He recalled that when the Labour Government had introduced the 1947 Act it had frankly admitted that the legislation was an experiment which would have to be reviewed by Parliament if it should not be a success. He contended that the scheme had failed and that the union's assurances that it would maintain an adequate supply of labour in return for its monopoly of employment on the waterfront had not been observed.

The Minister stated that the Government shared the general view that unwarranted delays, unnecessarily slow loading rates, a slow "turn round" of shipping and frequent and unnecessary stoppages of work had imposed on the consuming public burdens that they should not have had to bear. Freight rates had increased out of all proportion to the general rise of costs in the post-war years.

The Minister said that the amendment changing the procedure of recruitment would not affect in any degree the employment of the 27,000 men registered as members of the stevedoring industry. The only persons who would be affected were newcomers to the industry and they would be allocated in each port as previously, with the Stevedoring Industry Board exercising its present role of determining the quotas to be filled at various ports.

When the number of waterside workers at any port is less than the quota, new workers are to be added to the register on the application and recommendation of an employer registered at the port. The Board is required to notify the branch of the union in the port of its intention to register a person nominated by the employer, since normally such persons enter the union as members. If the union does not make any objection within the 14 days prescribed or if its objection is disallowed, the Board will register the applicant as a waterfront worker, but only if he is a member of the union or satisfies the Board that he has applied for union membership and provided that he satisfies the requirements of the Board as to age and physical condition.

As regards the Committee of Inquiry, the Minister stated that the Government considered that an impartial and objective fact-finding inquiry would be useful. It had in mind, he said, a committee of three members, the chairman to be, preferably, a person with legal qualifications, although not necessarily a judge, one member to be representative of management generally and the other to be representative of labour, but not drawn from the union concerned.

The Committee is to inquire into and report to the Minister upon the facts relating to the functioning of the stevedoring industry and the factors affecting its efficiency; the arrangements for the regulation and control of stevedoring operations and of persons employed and for the settlement of disputes and the maintenance of discipline in the industry; the costs of or connected with stevedoring operations; and the increases in freight rates.

The amending Bill aroused a stormy debate in both Houses of Parliament. Two amendments moved by the Leader of the Opposition failed to pass. The first proposed that the provisions of the Bill changing the recruitment method should not come into operation until 14 days after the submission of the report of the Committee of Inquiry; the second would have empowered the Committee to inquire specifically into the profits of the companies or persons engaged directly or indirectly in stevedoring operations. During the Senate debate the Bill was amended to make it clear that the Committee should investigate the profits of stevedoring companies and shipowners.

The Leader of the Opposition charged that the Bill provided for a complete revolution in the methods of engaging labour on the waterfront and that it represented an attempt by monopoly groups to protect their own interests by altering a system which had been in operation for seven years. He quoted a 1952 report made after an earlier inquiry into the industry, which he stated had not been implemented by the Government, which had recommended improved port facilities and other measures to remedy causes for delay and which had found that a major cause of the difficulty in recruiting and retaining workers was the low standard of amenities available in many places.

In effect, he stated, the Government proposed to establish a union within a union, a union of employer nominees in addition to the existing union of employees. He felt the Bill was bound to provoke disputes, not only in the stevedoring industry but in all unions in Australia.



He also contended that the union did not have a monopoly of employment on the waterfront as alleged by the Government, in that there was power in Section 27(2) of the Act to engage additional unregistered persons up to the quota in an emergency, when insufficient registered persons were not available. In answer to the latter point, it was acknowledged by the Government that Section 27(2) prevented employment on the waterfront from being a monopoly but only by the engagement of non-union labour.

As a protest against the measure, waterside workers in all Australian ports went on strike on November 2. The strike, one of the most serious industrial disputes to affect Australia in recent years, continued for 14 days. The Government charged that the strike was a truculent and arrogant attempt to intimidate the Government and Parliament and that the Communist leadership of the union had been a principal factor in causing disruption on the waterfront.

Following passage of the Bill by Parliament on November 11, the officers of the Australian Council of Trade Unions conferred with the leaders of the Waterside Workers Federation and representatives of other maritime unions on November 12 and unanimously agreed to a resolution recommending that, in the interests of solidarity and to prevent economic hardship to other sections of the trade union movement, the members of the Waterside Workers Federation should resume work in November 16. The resolution declared that the legislation was "anti-working class" in its character and must be fought by the whole labour movement until it was repealed. It called upon all workers to refrain from applying to shipowners for work on the waterfront under the new legislation.

The Act received Royal Assent on November 16 and went into operation on that day. Members of the three-man Committee of Inquiry were named by the Minister on November 17.

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## CCCL Official Absolves Labour Leaders of Common Accusations

The four main accusations directed against labour leaders and a refutation of them formed the subject of a talk at a meeting of the Montreal Richelieu Club by Gérard Pelletier, CCCL Director of Public Relations.

According to Mr. Pelletier, labour leaders are often accused of: undermining democracy by not respecting the freedom of their members; undermining authority by attacking the most respectable of institutions; being more interested in their own wages and prestige than in the welfare of their members, which explains the number of strikes they bring about; playing into the hands of the Communists.

To the first charge Mr. Pelletier replied: "Just mention any political party, with the exception of the CCF, which holds conventions as representative and as respectful of parliamentary procedure as are the annual conventions of the labour movement." There are no deliberative assemblies at which such a high proportion of ordinary delegates speak, he pointed out, adding that all the labour representatives are democratically elected, and that even the higher officers, who live on trade-unionism, have to present themselves for re-election annually.

In reply to the second accusation, Mr. Pelletier quoted the Rev. Georges Henri Levesque, O.P., Dean of the Faculty of Social Science at Laval University:—

"Our too exclusive and sometimes idolatrous cult of authority is liable to weaken unduly our sense of freedom. Authority comes from God, we are often reminded, and we are the first to be convinced of it. But freedom also comes from God, and it comes even before authority in the order of human values."

Labour leaders have never fallen into this "too exclusive cult of authority," Mr. Pelletier said, but they are the voice of people whose freedom had not yet been proved.

He pointed out that the third accusation arose in part from the fact that the heads of unions draw their full pay while strikers receive no wages. He noted that there is nothing more exhausting than directing a strike, that it requires 18 hours' work per day, giving up all family life and all leisure time, and also a continual nervous tension.

Mr. Pelletier also added that, in any large federation of unions, there is almost always a strike going on, and that no one can expect the permanent officers to live on air all the time.

The fourth accusation, according to Mr. Pelletier, is the least serious. "Let us admit once and for all that some labour leaders have shown marked communist tendencies. And let us note in the same breath that the labour movement has done its own house-cleaning job in this connection."

# Unemployment Insurance

## Unemployment Insurance Act Amended

Amendment concerns supplementary benefit; amount of benefit increased and minimum period during which claimant can receive benefit extended

Effective January 10, 1955, Parliament passed a Bill amending the Unemployment Insurance Act with regard to supplementary benefit. The amendment had the effect of increasing the amount of benefit to be paid to claimants and extending the minimum period during which claimants can receive such benefit.

The supplementary benefit scheme, which first came into operation in February 1950, was designed to protect two classes of workers. One class consists of those who had previously qualified for regular benefit but whose benefit period had ended before the winter and who did not have enough insurable employment to requalify. If such a person's benefit year terminated subsequent to the previous March 31, he can qualify for supplementary benefit during the next winter.

The other class includes persons who have recently entered insurable employment and who become unemployed during the winter months before they have enough credits to qualify for ordinary benefit. However, they must have been employed in insurable employment for at least 90 days since the previous March 31.

The period during which a person can draw supplementary benefit is limited to approximately the 15 weeks between January 1 and April 15.

The rate of supplementary benefit under the original plan was fixed at around 80 per cent of ordinary benefit. This percentage has dropped to around 70 per cent as a result of an increase in the rates of ordinary benefit. The Bill which Parlia-

ment has just passed raises the rates of supplementary benefit to the level of ordinary benefit.

Under this new scale the maximum weekly benefit a single unemployed claimant will now receive has been raised from \$12.90 to \$17.10. The employee with a dependent who previous to the amendment received \$16.80 will now draw a maximum weekly cheque of \$24.

The length of time a person may draw benefit has now been extended. Last winter unemployed persons in class 1 mentioned above drew supplementary benefit for an average of 35 days and those in class 2 for 18 days. The new Bill has raised the minimum entitlement to 60 days or 10 weeks for everyone who qualifies.

Payment, of course, cannot be made after April 15, so that the maximum duration would be cut down if the claimant qualified fairly late in the season. For instance, if he started drawing supplementary benefit on March 1 he could get no more than six weeks between that date and April 15 even though he was entitled to a longer period.

It should also be pointed out that this Bill has provided that the new minimum duration of 10 weeks will be made retroactive to January 1 of this year. This means that anyone who claimed supplementary benefit under the former provisions and who qualified for less than 60 days benefit will have his claim revised in accordance with the new provisions. He will, therefore, get additional benefit as a result of these recent amendments.

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### Belgian Unemployment Insurance Regulations Put Restrictions on Married Women

Recent amendments to Belgium's unemployment insurance regulations, designed to give better protection to beneficiaries, facilitate the payment of allowances and prevent certain abuses, impose restrictions on married women who are not family breadwinners.

Statistics showed that unemployment was increasing considerably among women while

decreasing among men. The increase was attributed to the practice of many women, who had married and did not wish to resume employment, claiming unemployment benefit.

Restrictions were imposed on the benefit period, which under the amended regulations are based on the number of days of employment in the preceding year.



# Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit higher in November than October, statistics\* show, but lower than in November 1953. Claimants on live register, amount paid in benefits, new beneficiaries all higher than month, year ago

Initial and renewal claims for unemployment insurance benefit received during November were higher than in October, with increases occurring in all provinces; they were, however, slightly lower than the November 1953 total.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 187,744 claims were filed in local offices of the Unemployment Insurance Commission across Canada during November, compared with 127,609 in October and 188,881 in November 1953.

Ordinary claimants on the live unemployment insurance register numbered 274,462 (214,540 males and 59,922 females) on November 30, compared with 209,099 (154,670 males and 54,429 females) on October 29 and 238,516 (188,023 males and 50,493 females) on November 30, 1953. Most of the increase shown this month over last occurred in the male component, which increased by about 60,000, the female segment of the claimants increasing by only slightly over 5,000. On November 30, short-time and temporary lay-off claimants numbered 30,136 and 2,011 respectively.

A total of 170,406 initial and renewal claims were adjudicated, entitlement to benefit being granted in all but 30,331 cases. Failure to fulfil the minimum contribution requirements accounted for almost 70 per cent of the initial claimants who were in the category "not entitled". Chief reasons for disqualification (including 6,472 on revised claims) were: "voluntarily left employment without just cause", 5,557 cases; "not unemployed", 3,178 cases; and "not capable of and not available for work", 2,199 cases.

New beneficiaries during November totalled 110,736, compared with 84,051 in October and 94,642 in November 1953.

During November, \$14,020,255 was paid in compensation for 4,512,055 days (including 73,727 disability days), compared with \$11,779,296 and 3,780,046 days (including

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

70,511 disability days) for October and \$10,172,035 and 3,337,519 days (including 39,801 disability days) for November 1953.

An estimated 207,176 beneficiaries received \$3,537,360 in compensation for 1,136,534 days (including 16,696 disability days) during the week November 27-December 3, in comparison with an estimated 173,025 beneficiaries who received \$2,958,041 in respect of 949,630 days (including 15,797 disability days) during the week October 23-29. During the corresponding week last year, 177,711 beneficiaries received \$3,118,704 in compensation for 1,008,634 days (of which 10,720 were disability days).

The average daily rate of benefit for the week November 27-December 3 at \$3.11 was unchanged from that for the week October 23-29, compared with \$3.09 for the week November 28-December 4, 1953.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November show that insurance books or contribution cards were issued to 4,421,797 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At November 30, employers registered numbered 265,704, an increase of 510 during the month.

## Unemployment Insurance Fund

At November 30, the Unemployment Insurance Fund showed a balance of \$897,469,425.96.

\*See Tables E-1 to E-4 at back of book.

# Selected Decisions of Umpire under the Unemployment Insurance Act

## Decision CUB-1092, October 29, 1954

**Summary of the Facts**—The claimant filed an application for benefit on April 5, 1954, and stated therein that she had worked as a tailoress in the alteration department of a large store in Vancouver, B.C., from June 1952 to April 3, 1954, when she voluntarily left as the work was affecting her health. The employer reported that she had left because of pregnancy and in a medical certificate dated April 12, 1954, her physician stated that she was fit only for light duties.

In response to a request from the local office for further information, the claimant stated that during her first visit to the local office (presumably when she filed her claim for benefit), she informed the persons who interviewed her of her pregnancy. She stated also that she had to leave the said employment because it was much too heavy for her and was beginning to affect her health.

According to the submissions, the claimant expected to be confined about November 15, 1954.

The insurance officer disqualified her from receipt of benefit as from April 5, 1954, because she had failed to prove that she was available for work within the meaning of Section 29(1)(b) of the Act.

She appealed to a court of referees before which she appeared in Vancouver, B.C., on May 13, 1954. The court unanimously allowed the appeal and stated that the claimant had completely satisfied the members thereof as to her attitude and intention towards employment; that they had gained from answers to questions directed to her at the hearing that she entirely believed she was available for work and that she had actively pursued prospects of employment. They expressed the opinion that the claimant probably left her employment under some misapprehension as to her condition and felt that in view of her 22 months of steady employment in her previous job, she would be considered for any work in her own line. The court expressed the thought that the claimant's unemployment resulted from a slackness of business rather than from any other reason.

The insurance officer appealed to the Umpire on the grounds that a transcription of the proceedings before the court did not show any reference to slackness of business nor was there any reference to this matter in any of the other documents in the file; that the court's decision was not supported by the evidence and that the allowance of the claimant's appeal was not in accordance with the principle laid down in decision CUB-620, namely, that the claimant had rebutted the presumption that she was not available for work.

**Conclusions**—In my opinion, the claimant voluntarily left her employment because of pregnancy and for no other reason, and the fact that she might have been "under some misapprehension as to her condition" only strengthens the presumption that her "intention and mental attitude towards accepting employment" were rather negative at the time she filed her claim.

There are no unusual or distressed circumstances, such as being the breadwinner of the family, no specific evidence that the particular kind of work which she was performing was "much too heavy" for a woman who was in the very early stage of pregnancy and no definite indication that she really intended to remain in the labour field. On the contrary, she had no dependents; she was engaged in a type of work which, according to a statement made by a member of the court, was the lightest type obtainable at her place of employment; she produced a medical certificate which restricted her availability to still lighter employment and at no time, either before or after her voluntary separation, did she definitely show that she was anxious to remain in the labour market.

The presumption that the claimant was not available for work has not been successfully rebutted, and the appeal is therefore allowed.

## Decision CUB-1097, November 19, 1954

**Summary of the Facts**—The claimant, married, worked as an office cleaner in the ... (X) ... Building at Calgary, Alta., from March 3 to May 1, 1954, when she voluntarily left her employment for "health reasons".



On May 5, she filed an application for benefit, registered for work as a wrapper, stated that she was pregnant and expected to be confined about December 24, 1954, and submitted a medical certificate dated May 3 which was to the effect that her doctor had "advised her to look for light work which fitted her condition and for which her ability was 100 per cent".

The insurance officer disqualified the claimant as from May 5, 1954, because she had not proved that she was available for work within the meaning of Section 29(1)(b) of the Act and stated in his notice of disqualification:

Under these circumstances, since you cannot continue in your former work and there is no prospect of your obtaining employment in the area where you reside of a lighter nature than that previously performed by you, and since, under the circumstances, you cannot be referred to employment, you must be held to be not available, that is, not ready and able to accept suitable employment.

The claimant appealed to a court of referees. She and a representative of the local office were present at the hearing of her case on May 28, 1954. By a majority finding, the court reversed the decision of the insurance officer on the following grounds:

The claimant expects her confinement to take place about the 24 of December 1954, and this is the 28 day of May. The claimant has been employed as an office cleaner in the...(X)...Building, a large building in this city, and among other work, which she was required to do, was to wax a floor daily with a heavy machine, covering an area about the same size as the room on the ground floor of this building. We measured that room and found that it is approximately 48 by 60 feet. The claimant was expected to have that room done within one hour.

In our opinion the physical work required to keep up the pace in that particular building in this city is above the average requirements for that type of work and would be a challenge to the physical strength of any woman and quite a job even for a man. She had been doing this work before she became pregnant but she found the stooping had got to be too much for her and she would get so tired that she could not sleep at night. She had to terminate this particular employment because it was beyond her strength.

The next question is whether she is capable of and available for work. The Chairman, who says that he is going to dissent from our opinion, has drawn to our attention the several decisions of the Umpire, applicable to a case of this kind. We find as a fact that this claimant is capable of and available for work of a lighter nature than was required of her in the...(X)...Building. The medical certificate says that, in effect, she is available for lighter work. Our own opinion, after talking to the claimant, satisfies us that the willingness to work is there and the physical strength, at this present time, is there to do lighter work.

Furthermore, the member of the local staff whom we questioned closely in this instance gave as her opinion that it was reasonable to assume that there was work in this city which was within the physical and mental qualifications of this claimant, although there was no particular job on the list at this time. The member of the local staff thought that she could do work wrapping, for which there is a demand from time to time, or even janitor work where the pace was not so strenuous as required in the...(X)...Building.

From what we heard of what was required in this particular building, we are of the opinion that a large percentage of women, married or single, would find the work too strenuous. In short, we feel that it would be an injustice to hold that this claimant was not available for work because she had become pregnant, when other persons, in other jobs, doing lighter work, could continue to do the work.

The chairman's dissenting opinion reads in part as follows:

I feel bound to dissent with the majority decision in this case, but it is a difficult position to justify because I think that the claimant is available for work, which is the question asked in UIC 571A, and up to that point there is no justification for me differing with the majority decision.

However, in my opinion the Umpire has laid down certain principles the effect of which is that a woman who terminates her employment because of pregnancy cannot be heard to say that she is available of and capable for work until after the expected child has been born...

At any rate I formed the opinion some time ago that while in theory the presumption could be rebutted the effect of the Umpire's decisions is that, "unless there are special distressed circumstances where the claimant is the breadwinner of the family and reasonable opportunities of part-time work prevail, benefit should not be allowed".

In this instance the claimant is not the breadwinner of the family, and in a period of unemployment such as we have now, I cannot see where, at the present time, there are reasonable opportunities for such work as the claimant is capable of doing, because most certainly, in my opinion, other unemployed not in her physical condition would be referred to such opportunities of employment...

The insurance officer appealed to the Umpire mainly on the following grounds:

We do not think that the claimant has rebutted the presumption that she was not available for work as there were no special circumstances present. This claimant was in the second month of pregnancy when she left her employment and it appears that she separated because she preferred not to work.

**Conclusions**—According to the evidence which was before the court of referees, and which I have no reason to doubt, the physical exertion demanded of the claimant in the performance of her duties as an office cleaner was "above the average

requirements for that type of work and would be a challenge to the physical strength of any woman and quite a job even for a man". Therefore, her explanation for having left her employment is plausible, and the unusually arduous nature of the work which she was required to do constitutes one of those special circumstances which must be taken into consideration.

On the other hand, the claimant, who was in the very early stage of pregnancy and apparently in good health—and could therefore expect to be still capable and

available for an appreciable period of time—registered almost immediately upon her separation from employment for a less strenuous type of full-time work which, according to acceptable medical evidence, she was fully capable of doing and, in the opinion of an officer of the local office, she could reasonably expect to obtain in the city and district of Calgary.

Under those circumstances, I find that the claimant has successfully rebutted the presumption that she was not available at the time of her claim and I dismiss the appeal.

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## Report of Board of Conciliation

*(Continued from page 181)*

But I see little justification for not recommending an analogous improvement in the present contractual arrangements for the operators, whereby they have regular assigned maximum shifts of ten and twelve hours, 6 days a week.

The company has claimed that such long hours are inherent to the nature of their industry, and that their operators are getting high annual wages in return. The facts seem to bear out this latter allegation, but the former one rings false to me. Since the beginning of the industrial revolution, employers seem to have consistently opposed a reduction in working hours with a similar claim. Yet, in spite of the fact that the workers have forced their way towards shorter hours, productivity per man-hour, and indeed even per man-week, has been steadily on the rise.

As a matter of fact the experience of Gray Coach Lines (TTC), the next largest motor coach operator in Ontario, has proven that the five-day week and eight-hour day are feasible in the bus operating industry. And wages received for runs at the Colonial rates of pay, when compared with wages which would be received for those runs at Gray rates, show up to the disadvantage of Colonial in a large majority of cases.

Comparisons were made by the company with other bus lines where the six-day week applied, and where rates were inferior to those paid by Colonial. But such companies, admittedly, were very small or marginal, and operated mainly in Quebec,

where the general wage level is depressed. If such comparisons of dissimilar operations were to be considered in proof, then their weight would be overwhelmingly in favour of the union's case, for there would be no reason to dismiss the union's comparisons with the Greyhound Coach Lines, nor with bus operations in various cities across Canada.

I feel that an increase in service and mileage rates and in the guaranteed daily minimum would have a double beneficial effect; it would provide the company with a stronger incentive to eliminate the unproductive waiting time, and hence decrease its expenditures: and it would permit the operators to earn their wages without resorting to unbelievably long hours.

The question of the company's ability to pay does not arise, and was not pleaded. True, the company showed a decrease in total revenues over the last three years. But it adduced no figures whatever concerning total cost, so the Board was unable to judge whether operations had become more or less profitable during those years.

Consequently, I recommend that the union's request for raising the guaranteed daily minimum from \$7 and \$8 to \$9 should be granted: and that the service rate of 43 cents an hour and the mileage rate of .0475 cents a mile be both increased by 5 per cent.

Respectfully submitted this 30th day of November 1954.

*(Sgd.)* P. E. TRUDEAU,  
Member.



# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during December

### Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 101 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 76 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production:		
(November report) .....	146	\$ 458,762.00
(December report) .....	138	1,992,900.00
Post Office .....	13	159,114.20
R.C.M.P. ....	2	30,391.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments made during December

During December the sum of \$3,115.55 was collected from nine employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 75 employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Near Spring Coulee Alta:* Remington Construction Co Ltd, construction of wood stave syphon across Pinepound Coulee on St Mary project. *Near Vauxall Alta:* Hrdlicka Bros, construction of distributary T in the central district of Bow River project known as Furman Ranch project.

### Central Mortgage and Housing Corporation

*Tuft's Cove N S:* Industrial Insulators Ltd, insulation of equipment room ceilings. *Camp Gagetown N B:* Diamond Construction Co Ltd, clearing, grubbing & burning (neighbourhoods 1-2). *Camp Borden Ont:* Sterling Construction Co Ltd, construction of houses. *Ottawa Ont:* George Bolton, boiler room alterations, Strachcona Heights Apts; Canadian

Comstock Co Ltd, installation of transformer, Laurentian Terrace. *Rockcliffe Ont:* Mimco Engineering Co, construction of sewage relief pumping station; Terminal Construction Co Ltd, \*additional landscaping & miscellaneous work. *Stratford Ont:* Rennick Brown Construction Co, construction of houses. *Calgary Alta:* Canadian Comstock Co Ltd, installation of electrical distribution system.

### Defence Construction (1951) Limited

*Halifax N S:* Canadian National Railways, \*removal & re-location of railway siding; R E Stewart Construction Corp, construction of central heating plant bldg. *Camp Gagetown N B:* L G Rawding Construction Ltd, clearing & burning, No 2 priority training area. *Quebec Que:* J D Savard Ltee, \*installation of air conditioning system, Gauge Laboratory. *Valcartier Que:* Bedard-Girard Ltd, construction of main substation & transmission line; Magloire Cauchon Ltee, construction of drill hall & administration bldg. *Ville La Salle Que:* Canadian Vickers Ltd, supply, delivery & installation of steam generating unit & auxiliary equipment.

*Cobourg Ont:* Olmstead & Parker Construction Co Ltd, construction of inflammable stores bldg. *London Ont:* Ellis-Don Ltd, construction of bldgs, Wolseley Barracks; Brennan Paving Co Ltd, paving, curbs, sidewalks & fencing. *Petawawa Ont:* Robertson-Yates Corp Ltd, construction of various bldgs. *Winnipeg Man:* Swanson Construction Co Ltd, installation of water & sewer services & construction of bldgs. *Edmonton Alta:* Cotter Bros Ltd, addition to central heating plant; Bennett & White (Alberta) Ltd, construction of garage. *Ralston Alta:* R P Medhurst & Sons, drilling of natural gas wells.

### Building & Maintenance

*Halifax N S:* Parker Bros Ltd, exterior painting of bldgs, Windsor Park. *Montreal Que:* Noel Romeo & Cie Ltee, rewiring & relighting drill hall, Jacques Cartier Barracks; Kelly Lumber & Construction Ltd, erection of chain link fence, Jacques Cartier Barracks; Noel Romeo & Cie Ltee,

rewiring & relighting, 17th Duke of York Armoury, Cote des Neige Road. *Valleyfield Que:* Weiss Electrical Contracting Co, rewiring & relighting drill hall. *Centralia Ont:* Towland Construction Co Ltd, construction of roads, walks & parking areas. *Hamilton (Mount Hope) Ont:* John D



St Clair Ltd, exterior painting of bldgs. *Leitrim Ont*: Universal Electric, modification of electric power supply, Wireless Station. *London Ont*: National Painting & Decorating Ltd, exterior & interior painting of bldgs; Brant Construction Co Ltd, & Frank's Contracting Co, exterior painting. *Shirley Bay Ont*: Shore & Horwitz Construction Co Ltd, erection of prefabricated steelox operations bldg. *Trenton Ont*: Richards-Wilcox Canadian Co Ltd, repair of canopy doors. *Uplands*

*Ont*: J W Havelin, interior painting of hangars & leantos. *Gimli Man*: Wallace & Wallace, interior painting of hangars. *Edmonton Alta*: William Sigalet & Co Ltd, interior painting. *Chilliwack B C*: W A Thom Sheet Metal Works Ltd, application of bonded roof. *Patricia Bay B C*: Shaw Sheet Metal Ltd, exterior painting & application of roofing on hanger. *Vancouver B C*: M Sleightholme & Co Ltd, exterior painting of bldgs.

### Department of Northern Affairs and National Resources

*Fundy National Park N B*: Modern Construction Ltd, construction of subgrade & placing of consolidated gravel base course on one-half mile section of No 14 Highway. *Upper Whitehorse Y T*: John A MacIsaac Construction Co Ltd, extension to water & sewer system, Tank Farm Road.

### Department of Public Works

*Lower Wedgeport N S*: Kenney Construction Co Ltd, harbour improvements. *Pictou N S*: Ferguson Industries Ltd, \*hauling, wintering, painting & repairs to tug "Fredericton". *Port Morien N S*: L G & M H Smith Ltd, breakwater repairs. *South West Port Mouton N S*: Marples Ridgway Ltd, harbour improvements. *West Advocate N S*: Urquhart Construction Ltd, groynes repairs. *Bathurst N B*: J P Porter Co Ltd, \*dredging. *Blackpool Que*: Doria Tremblay, removal of snow (Route No 9), bus terminal, Customs, Immigration & Fisheries bldgs. *Lauson Que*: Brown Boveri (Canada) Ltd, installation of condensing turbo-generator at Champlain Dry Dock. *Lennoxville Que*: Aurele Marchand, construction of research piggery, Experimental Station. *Newport (Riviere des Ilots) Que*: Onezime Canuel, jetty reconstruction. *Quebec Que*: Louis Frenette, alterations to heating system, Isolation bldg, Savard Park Hospital. *Riviere du Loup Que*: Marples Ridgway Ltd, wharf enlargement. *Burlington Channel Ont*: R A Blyth, reconstruction

tion of bascule bridge deck. *North Bay Ont*: Bennett-Pratt Ltd, erection of public bldg. *Ottawa Ont*: Fournier Van and Storage Ltd, moving of furniture, equipment, etc, from various bldgs to East Bldg of Veterans Memorial Bldg, Wellington St; Applied Insulation Co Ltd, supply & installation of fur cold storage refrigeration equipment & corkboard insulation, Victoria Museum. *Petawawa Ont*: M Sullivan & Sons Ltd, construction of forest experimental station. *West Bay (Manitoulin Island) Ont*: G F Palmer, wharf construction. *Golden B C*: Sorensen Construction Co Ltd, erection of post office. *Gorge Harbour B C*: L K Creelman Co Ltd, approach & float renewal. *Edmonton Alta*: Form Constructors Ltd, alterations to National Film Board accommodation, Strathcona public bldg. *Esquimalt B C*: Highway Construction Co Ltd, rock removal & causeway construction. *South Westminster B C*: Fraser River Pile Driving Co Ltd, wharf reconstruction, Tannery Road

### Department of Transport

*Beaumont Que*: J P A Normand Inc, construction of monitoring station. *Dorval Que*: Bedard-Girard Ltd, replacing airport lighting cable. *Mont Joli Que*: Eugene Ross, repairs to hangar No 1 roof & leanto. *Nitchequon Que*: The Tower Co Ltd, alterations to bldgs & equipment. *Near*

*Thorold Ont*: R A Blyth, painting lock gates, Welland Canals. *Timmins Ont*: Betteridge-Smith Construction Co Ltd, construction of equipment garage. *Calgary Alta*: Wirtanen Electric Co Ltd, construction of airport lighting facilities.

### Job Vacancies Plentiful in Australia

At the beginning of 1955, Australia's Federal Employment Bureau announced it

had more than 70,000 job vacancies on its lists compared with 40,000 at the beginning of 1954.

# Wages, Hours and Working Conditions

## Wage Rates, Working Conditions in Eight Construction Trades

Wage rates for most building trades increased during 1954 in majority of 44 Canadian cities covered in survey. Limited number of changes occurred in hours of work, premium pay, vacations, statutory holidays

Wage rates for most construction trades were increased during 1954 in the majority of the 44 Canadian cities covered in a survey of wages and working conditions of tradesmen in eight building trades. A limited number of changes also occurred during the year in other conditions of work, including hours of employment, premium pay regulations, paid vacation provisions and the observance of statutory holidays.

The main findings of the survey by the Economics and Research Branch are contained in the accompanying tables, which show the wage rates and conditions in effect at December 31, 1954. The findings for a similar survey carried out a year earlier appeared in the *LABOUR GAZETTE* for January 1954 at page 134.

The data for the tables were obtained from three sources. Much of the material was extracted from collective agreements on file in the Branch. This was supplemented by information obtained through the Trades and Labour Congress of Canada, which circulated a questionnaire among its affiliated unions of building tradesmen. Finally, the data for cities in the province of Quebec are based on decrees issued under the Collective Agreement Act of that province.

For the most part, provisions shown in the tables will be in effect until March, April or May of this year. No termination dates are shown for the decrees under the Quebec Collective Agreement Act and also in those cases where information was supplied through returns to the questionnaire mentioned above that were not accompanied by copies of agreements.

Nearly half of the agreements were originally bargained to be in effect for a one-year term, a little under 25 per cent for a two-year term, and about 19 per cent for more than one but less than two years. The remaining 10 per cent have a term of less than one year. Of the two-year agreements, nearly a third are amongst

those of the carpenters. Carpenters' and plasterers' agreements are the only ones in which the two-year agreements outnumber those of a one-year term.

The agreements studied are those signed by members of local builders' exchanges or groups of contractors in particular cities. The unions representing the various trades are:—

- The United Brotherhood of Carpenters and Joiners (AFL-TLC);
- The Bricklayers, Masons and Plasterers' International Union (AFL-TLC);
- The International Brotherhood of Electrical Workers (AFL-TLC);
- The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (AFL-TLC);
- The Sheet Metal Workers International Association (AFL-TLC);
- The Brotherhood of Painters, Decorators and Paperhangers (AFL-TLC);
- The Operative Plasterers' and Cement Masons' International Association (AFL-TLC);
- The International Hod Carriers, Building and Common Labourers' Union (AFL-TLC);
- The National Catholic Federation of Building and Construction Materials Trades (CCCL).

All these unions represent the trades with which their names are associated, except the last one, which covers construction workers of all trades. Its activities are centred in the province of Quebec. The international unions of building tradesmen also, however, have a number of contracts in that province. It should be noted that nearly all the plasterers are represented by the Operative Plasterers' Union and not by the Bricklayers, Masons and Plasterers' Union, which mainly represents bricklayers.

*(Text continued on page 211)*



**TABLE 1.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**CARPENTERS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
<b>Newfoundland</b>										
St. John's.....		1.30	6	48	1½	2				
<b>Nova Scotia</b>										
Halifax.....	Apr. '55	1.61	5	40	1½	2	1½	2	4c per hr.	10
Sydney.....										
<b>New Brunswick</b>										
Fredericton.....	Apr. '56	1.45	5½	44	1½	2		1½		(1)
Moncton.....	Mar. '55	1.50	5	40	1½					8
Saint John.....	Apr. '55	1.53	5	40	1½	2	1½	2		9
<b>Quebec</b>										
Chicoutimi.....		1.40	6(2)	48(2)	1½(3)			1, 1½(2)	2%	9
Drummondville.....		1.35	5½(4)	48	1½			1½, 1(4)	2%	10
Hull.....		1.75	5½	44	1½	2		1½	2%	9
Montreal.....		1.80	5	40	1½	2	1½	2	2%	11
Quebec.....		1.50	5½	44	1½	2		1½	2%	9
St. Hyacinthe.....		1.35	5	48	1½(5)		1½	1½	2%	8
Sherbrooke.....		1.45	5½	44	1½			1½	2%	10
Thetford Mines.....		1.50	5½	44	1½	2		1½	2%	9
Trois-Rivières.....		1.35	6	48	1½				1 week	9
<b>Ontario</b>										
Belleville.....										
Brantford.....	Apr. '55	1.80	5	40	1½	2	1½	2	4%	8
Cornwall.....	Apr. '55	1.80	5	40	1½	2	1½	2	2%	5
Guelph.....										
Hamilton.....	Apr. '55	2.10	5	40	1½		1½	1½	4%	8
Kingston.....	Apr. '56	1.85	5	40	1½	2	1½	2	4%	6
Kitchener.....										
Lakehead.....	Mar. '55	2.00	5	40	1½	2	2	2	4%	7
London.....	Apr. '55	1.95	5	40	1½		2	2	4%	8
Ottawa.....	Apr. '56	1.82	5	40	1½	2	1½	2	4%	5
Peterborough.....	Apr. '56	1.70	5	40	1½	2	2	2	4%	7
Sault Ste. Marie.....	May '55	1.92	5	40	1½				4%	6
St. Catharines.....										
Sudbury.....	Jan. '56	1.85	5	40	1½				4%	7
Toronto.....	Apr. '55	2.25	5	40	1½	2	2	2	4%	8
Windsor.....	Mar. '55	2.17	5	40	2		2	2	4%	8
<b>Manitoba</b>										
Brandon.....	Apr. '55	1.80	5½	44	1½	2		1½		
Winnipeg.....	Apr. '55	1.90	5	40	1½	2	2	2		7
<b>Saskatchewan</b>										
Moose Jaw.....	Mar. '55	1.90	5	40	1½	2	2	2	2 weeks	8
Prince Albert.....	Jan. '55	1.75	5	40	1½	2	1½	2	2 weeks	8
Regina.....	Mar. '55	1.90	5	40	1½	2	2	2	2 weeks	8
Saskatoon.....	Apr. '56	1.85	5	40	1½	2	1½	2	2 weeks	8
<b>Alberta</b>										
Calgary.....	Mar. '55	1.95	5	40	1½	2	1½	2	4%	9
Edmonton.....	Mar. '55	1.95	5	40	1½	2	1½	2	4%	8
Lethbridge.....	Dec. '55	1.80	5	40	1½	2	1½	2	4%	9
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....	Mar. '55	2.25	5	40	2(6)		2	2	2%	9
Vancouver.....	Mar. '55	2.22	5	40	2(6)		2	2	2%	9
Victoria.....	Mar. '56	2.20	5	40	2(7)		2	2	2%	9

(1) All statutory and proclaimed holidays.

(2) From April to September 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.

(3) After 9 hours per day.

(4) From November 1 to March 1 may be 6 days per week.

(5) Not over ½ hour may be worked at straight-time.

(6) One hour each day may be worked at 1½ times in case of "genuine emergency".

(7) Two hours per week may be worked at 1½.

**TABLE 2.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**BRICKLAYERS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
<b>Newfoundland</b>										
St. John's.....		1-75	5½	50	1½	2		1½		10
<b>Nova Scotia</b>										
Halifax.....	April '55	1-86	5	40	2		1½	2	3c per hr.	10(1)
Sydney.....		2-15	5	40	1½		1½	1½		8
<b>New Brunswick</b>										
Fredericton.....										
Moncton.....										
Saint John.....		1-80	5	40	2		2	2		8
<b>Quebec</b>										
Chicoutimi.....		1-50	6(2)	48(2)	1½(3)			1, 1½(2)	2%	9
Drummondville.....		1-60	5½(4)	48	1½			1, 1½(4)	2%	10
Hull.....		2-00	5½	44	1½	2		1½	2%	9
Montreal.....		2-00	5	40	1½	2	1½	2	2%	11
Quebec.....		1-70	5½	44	1½	2		1½	2%	9
St-Hyacinthe.....		1-55	5	48	1½(5)		1½	1½	2%	8
Sherbrooke.....		1-65	5½	44	1½				2%	10
Thetford Mines.....		1-70	5½	44	1½	2		1½	2%	9
Trois-Rivieres.....		1-55	6	48	1½				1 week	9
<b>Ontario</b>										
Bellefonte.....										
Brantford.....	May '55	2-25	5	40	2		2	2	4%	7
Cornwall.....										
Guelph.....		2-00	5	40	1½		2	2	4%	7
Hamilton.....	Apr. '55	2-30	5	40	1½		2	2	4%	8
Kingston.....	Mar. '55	2-10	5	40	1½		2	2	4%	6
Kitchener.....	Apr. '55	2-05	5	40	1½		1½	1½	4%	7
Lakehead.....	Mar. '55	2-15	5	40	2		2	2	4%	5
London.....	Jan. '56	2-25	5	40	2		2	2	4%	7
Ottawa.....	Apr. '55	2-00	5	40	1½	2	1½	2	4%	5
Peterborough.....										
St. Catharines.....										
Sault Ste. Marie.....	Apr. '55	2-37	5	40	1½		2	2	4%	7
Sudbury.....										
Toronto.....	Apr. '55	2-41	5	40	1½	2	2	2	4%	8
Windsor.....	Mar. '55	2-40	5	40	2		2	2	4%	8
<b>Manitoba</b>										
Brandon.....										
Winnipeg.....		2-10	5	40	1½	2	2	2	2%	7
<b>Saskatchewan</b>										
Moose Jaw.....										
Prince Albert.....										
Regina.....	Apr. '56	2-18	5	40	1½		2	2	2 weeks	8
Saskatoon.....	Apr. '56	2-18	5	40	1½	2	1½	2	2 weeks	8
<b>Alberta</b>										
Calgary.....	Mar. '55	2-25	5	40	1½		2	2	4%	9
Edmonton.....	Mar. '55	2-30	5	40	1½	2			4%	8
Lethbridge.....										
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....										
Vancouver.....	Mar. '56	2-40	5	40	2		2	2	2%	9
Victoria.....	Mar. '56	2-25	5	40	1½	2	2	2		9

- (1) And all federal and civic holidays when proclaimed.
- (2) From April 1 to September 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
- (3) 1½ times after 9 hours.
- (4) From November 1 to March 1 may be 6 days per week.
- (5) Not over ½-hour per day may be worked at straight time.



**TABLE 3.—WAGES RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**ELECTRICIANS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
<b>Newfoundland</b>										
St. John's.....		1-52	5½	44	1½	2		1½		8½
<b>Nova Scotia</b>										
Halifax.....	Apr. '55	1-71	5	40	1½	2	1½	2	4c per hr.	10
Sydney.....	Sept. '55	1-55	5	40	1½	2			1 week	
<b>New Brunswick</b>										
Fredericton ..										
Moncton.....										
Saint John.....	May '55	1-57	5	40	1½	2	1½	2		8(1)
<b>Quebec</b>										
Chicoutimi.....		1-40	6(2)	48(2)	1½(3)		1, 1½(2)		2%	9
Drummondville.....		1-35	5(4)	48	1½		1½, 1(4)		1 week	10
Hull.....		1-95	5½	44	1½	2	1½	1½	2%	9
Montreal.....		1-90	5	40	1½	2	1½	1½	2%	11
Quebec.....		1-50	5½	44	1½	2	1½	1½	2%	9
St-Hyacinthe.....		1-35	5	48	1½(5)		1½	1½	2%	8
Sherbrooke.....		1-40	5½	44	1½		1½	1½	2%	10
Thetford Mines.....		1-50	5½	44	1½	2	1½	1½	2%	9
Trois-Rivieres.....		1-35	6	48	1½		1½	1½	1 week	9
<b>Ontario</b>										
Belleville.....										
Brantford.....		1-80	5	40	1½		1½	2	4%	8
Cornwall.....										
Guelph.....										
Hamilton.....	June '55	2-25	5	40	2		2	2	4%	8
Kingston.....										
Kitchener.....	June '56	1-95	5½	45	1½(3)	2	2(6)	2(6)	4%	8
Lakehead.....	Aug. '55	2-05	5	40	1½	2	2	2	4%	4
London.....	May '56	2-05	5	40	2		2	2	4%	8
Ottawa.....	Apr. '56	2-02	5	40	1½	2	2	2	4%	6
Peterborough.....	May '56	1-80	5	40	1½		1½	1½	4%	8
St. Catharines.....	Apr. '55	2-00	5	40	1½	2	1½	2	4%	8
Sault Ste. Marie.....										
Sudbury.....	Jan. '55	1-80	5	40	1½		1½	1½	2%	8
Toronto.....	Apr. '56	2-43(7)	5	40	2		2	2	4%	8
Windsor.....	June '55	2-35	5	40	2		2	2	4%	8
<b>Manitoba</b>										
Brandon.....										
Winnipeg.....	Apr. '56	2-00	5	40	1½	2	1½	1½	2%	7
<b>Saskatchewan</b>										
Moose Jaw.....										
Prince Albert.....		1-90	5	40	1½	2	1½	1½	2 weeks	8
Regina.....	Mar. '55	2-00	5	40	1½		1½	2	2 weeks	8
Saskatoon.....	Apr. '55	2-00	5½	44	1½	2			2 weeks	8
<b>Alberta</b>										
Calgary.....	Dec. '54	2-05	5	40	2		2	2	4%	9
Edmonton.....	Mar. '55	2-25	5	40	1½	2	2	2	4%	8
Lethbridge.....	Dec. '54	1-85	5½	44	1½	2		2		9
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....	June '55	2-45	5	40	2		2	2	4%	7
Vancouver.....	Mar. '56	2-38	5	40	2		2	2	(8)	9(8)
Victoria.....	Mar. '56	2-30	5	40	2		2	2	2½%	9

(1) Plus afternoon of Christmas Eve and New Years' Eve. Time and a half if these afternoons are worked.

(2) From April 1 to September 30 may be 5½ days, 55 hours per week.

(3) After 9 hours per day.

(4) From November 1 to March 1 may be 6 days; 5 days during rest of the year.

(5) Up to ½ hour per day at straight time.

(6) If 45 hours have been worked during the week.

(7) Plus COL bonus of 5 cents per 5 points if index is above 190.

(8) 5-2% of earnings to be set aside to pay for annual vacations and statutory holidays.

**TABLE 4.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**PLUMBERS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
<b>Newfoundland</b>										
St. John's.....										
<b>Nova Scotia</b>										
Halifax.....	Apr. '55	1.70	5	40	1½	2	1½	2	3c per hr.	10
Sydney.....	May '55	1.85	5	40	1½	2	2	2	2%	8
<b>New Brunswick</b>										
Fredericton.....	Dec. '54	1.50	5½	44	1½	2		1½	2%	9
Moncton.....										
Saint John.....	Apr. '55	1.55	5	40	1½	2		1½	2% (1)	8
<b>Quebec</b>										
Chicoutimi.....		1.35	6 (2)	48 (2)	1½ (3)			1, 1½ (2)	2%	9
Drummondville.....		1.35	5½ (4)	48	1½			1½, 1 (4)	2%	10
Hull.....		1.85	5½	44	1½	2		1½	2%	7
Montreal.....		2.00	5	40	1½	2	1½	2	2%	12
Quebec.....		1.50	5½	44	1½	2		1½	2%	9
St-Hyacinthe.....		1.35	5	48	1½ (5)		1½	1½	2%	8
Sherbrooke.....		1.40	5½	44	1½			1½	2%	10
Thetford Mines.....		1.50	5½	44	1½	2		1½	2%	9
Trois-Rivieres.....		1.35	5½	44	1½ (6)			1½	2%	9
<b>Ontario</b>										
Belleville.....										
Brantford.....										
Cornwall.....										
Guelph.....	Mar. '55	1.85	5	40	1½	2		2	4%	8
Hamilton.....	Jan. '55	2.25	5	40	1½		2	2	4%	7
Kingston.....	May '56	1.90	5	40	1½	2	2	2	4%	8
Kitchener.....	June '55	2.00	5	40	1½	2	2	2	4%	8
Lakehead.....	Dec. '54	2.00	5	40	1½	2	2	2	4%	8
London.....	May '56	2.15	5	40	1½	2	2	2	4%	8
Ottawa.....	Apr. '56	2.10	5	40	1½	2	1½	2	4%	8
Peterborough.....										
St. Catharines.....	Apr. '57	2.10	5	40	1½	2	2	2	4%	8
Sault Ste. Marie.....	Apr. '55	2.00	5	40	1½		2	2	4%	7
Sudbury.....	Jan. '55	2.00	5½	44	1½	2		1½	4%	9
Toronto.....	May '55	2.35	5	40	1½	2	2	2	4%	8
Windsor.....	June '56	2.35	5	40	2		2 (7)	2	4%	8
<b>Manitoba</b>										
Brandon.....										
Winnipeg.....	Apr. '56	2.15	5	40	1½	2	2	2	4%	8
<b>Saskatchewan</b>										
Moose Jaw.....	June '55	2.00	5	40	1½	2	2	2		8
Prince Albert.....	Apr. '55	1.90	5	40	1½		1½			8
Regina.....	Feb. '56	2.10	5	40	1½	2	1½	2		9
Saskatoon.....	Apr. '55	2.10	5	40	1½	2	2 (7)	2	2 weeks	8
<b>Alberta</b>										
Calgary.....	Apr. '55	2.10	5	40	1½	2	2	2	4%	9
Edmonton.....	May '55	2.25	5	40	1½	2	2	2	4%	8
Lethbridge.....	Apr. '55	2.00	5	40	1½	2	2	2		9
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....		2.35	5	40		2	2	2	1%	
Vancouver.....	Mar. '56	2.35	5	40	1½, 2 (8)	2	1, 2 (8)	1½, 2 (8)	4%	9
Victoria.....	Mar. '56	2.25	5	40	1½	2	1½	2		9

(1) When made effective by provincial legislation.

(2) From April 1 to September 30 may be 5½ days, 55 hours per week.

(3) After 9 hours per day.

(4) From November 1 to March 1 may be 6 days per week.

(5) Straight time up to ½ hour per day.

(6) Two additional hours per day Monday to Friday, and one additional hour on Saturday morning, may be worked at straight time, as long as total hours per week do not exceed 55.

(7) One man per shop may be employed to do emergency repair work at straight time.

(8) All jobbing work by regular jobbing men 1½ for first 4 hours, 2 thereafter; straight time Saturday morning, 1½ Saturday afternoon.



**TABLE 5.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE  
BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**PAINTERS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work	P.M.		
<b>Newfoundland</b>										
St. John's.....	June '55	1-25	5½	50	1½	2		1½		8
<b>Nova Scotia</b>										
Halifax.....										
Sydney.....										
<b>New Brunswick</b>										
Fredericton.....										
Moncton.....										
Saint John.....	Apr. '56	1-40	5	40	1½	2	1½	2	(1)	9
<b>Quebec</b>										
Chicoutimi.....		1-30	6(2)	48(2)	1½(3)			1, 1½(2)	2%	9
Drummondville.....		1-25	5½(4)	48	1½			1½	2%	
Hull.....		1-50	5½	44	1½	2			2%	
Montreal.....		1-70	5	40	1½	2	1½	2	2%	11
Quebec.....		1-45	5½	44	1½	2		1½	2%	
St-Hyacinthe.....		1-25	5	48	1½(5)				2%	
Sherbrooke.....		1-35	5½	44	1½				2%	
Thetford Mines.....		1-45	5½	44	1½	2		1½	2%	
Trois-Rivieres.....		1-25	6	48	1½				2%	9
<b>Ontario</b>										
Bellefonte.....										
Brantford.....	Feb. '55	1-45	5½	44	1½			1½	4%	9
Cornwall.....	Aug. '55	1-30	5½	44	1½	2		2	2%	7
Guelph.....										
Hamilton.....										
Kingston.....										
Kitchener.....										
Lakehead.....										
London.....	July '55	1-47½	5	40	1½				4%	7
Ottawa.....										
Peterborough.....										
St. Catharines.....	Sept. '55	1-55	5	40	1½	2	2	2	2%	8
Sault Ste. Marie.....	Apr. '56	1-65	5½	44	1½			1½	2%	7
Sudbury.....										
Toronto.....	Apr. '55	1-95	5	40	1½	2	1½	1½	4%	8
Windsor.....	Mar. '55	1-80	5	40	1½	2	2	2	4%	6
<b>Manitoba</b>										
Brandon.....										
Winnipeg.....	Apr. '55	1-65	5	40	1½	2	1½	1½		9
<b>Saskatchewan</b>										
Moose Jaw.....	Mar. '55	1-60	5½	44	1½	2(6)		1½		(7)
Prince Albert.....										
Regina.....	May '55	1-70	5	40	1½		1½	1½	2 weeks	8
Saskatoon.....	Mar. '55	1-65	5	40	1½		1½	1½		8
<b>Alberta</b>										
Calgary.....	Apr. '55	1-70	5	40(8)	1½	2	1½	1½		9
Edmonton.....	Dec. '54	1-65	5	40	1½		2	2	4%	8
Lethbridge.....	Mar. '55	1-50	5	40	1½		1½	1½	4%	9
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....										
Vancouver.....	Mar. '55	2-12	5	40	1½	2	2	2	2%	9
Victoria.....	Mar. '56	2-00	5	40	1½	2	2	2	2%	9

- (1) Plan to be arranged.
- (2) From April 1 to September 30 may be 10 hours per day for 5 days, 5 hours Saturday morning.
- (3) After 9 hours per day.
- (4) From November 1 to March 1 may be 6 days per week.
- (5) Not over ½ hour per day may be worked at straight time.
- (6) After 8 hours at 1½.
- (7) Statutory holidays mentioned, but number not given.
- (8) From Dec. 1 to March 1, "wherever and whenever possible" to be 35 hours per week, 7 hours per day.

**TABLE 6.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE  
BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**PLASTERERS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
<b>Newfoundland</b>										
St. John's.....										
<b>Nova Scotia</b>										
Halifax.....	Apr. '55	1.75	5	40	1½	2	1½	2	3c per hr.	10
Sydney.....		2.05	5	40	1½		1½	1½		8
<b>New Brunswick</b>										
Fredericton.....										
Moncton.....										
Saint John.....										
<b>Quebec</b>										
Chicoutimi.....		1.50	6(1)	48(1)	1½(2)			1, 1½(1)	2%	9
Drummondville.....		1.60	5½(3)	48	1½			1½, 1(3)	2%	10
Hull.....		1.60	5½	44	1½	2		1½	2%	9
Montreal.....		2.00	5	40	1½	2	2	2	2%	11
Quebec.....		1.70	5½	44	1½	2		1½	2%	9
St-Hyacinthe.....		1.55	5	48	1½(4)		1½	1½	2%	8
Sherbrooke.....		1.65	5½	44	1½			1½	2%	10
Thetford Mines.....		1.70	5½	44	1½	2		1½	2%	9
Trois-Rivieres.....		1.55	6	48	1½				1 week	9
<b>Ontario</b>										
Belleville.....					1½					
Brantford.....		1.95	5	40	1½		1½	2	2%	8
Cornwall.....										
Guelph.....										
Hamilton.....	Apr. '55	2.25	5	40	2				4%	7
Kingston.....	Mar. '55	2.10	5	40	1½		2	2	4%	6
Kitchener.....										
Lakehead.....	Apr. '55	2.12½	5	40	1½	2	2	2	4%	7
London.....	Apr. '56	2.25	5	40	2		2	2	4%	7
Ottawa.....		1.95	5	40	1½	2	2	2		7
Peterborough.....										
St. Catharines.....										
Sault Ste. Marie.....										
Sudbury.....										
Toronto.....	Apr. '55	2.40	5	40	1½	2	2	2	4%	(5)
Windsor.....	Mar. '55	2.10	5	40	1½		2	2	4%	7
<b>Manitoba</b>										
Brandon.....										
Winnipeg.....	Apr. '55	2.10	5	40	2		2	2	2%	7
<b>Saskatchewan</b>										
Moose Jaw.....										
Prince Albert.....										
Regina.....										
Saskatoon.....										
<b>Alberta</b>										
Calgary.....	Apr. '55	2.15	5	40	1½	2	2	2	4%	9
Edmonton.....	Mar. '56	2.22½	5	40	1½	2	2	2	4%	8
Lethbridge.....										
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....										
Vancouver.....	Mar. '56	2.30	5	40	2		2	2	1 week	9
Victoria.....	Mar. '56	2.25	5	40	2					9

- (1) From April 1 to September 30 may be 10 hours per day for 5 days, and 5 hours on Saturday morning.
- (2) 1½ times after 9 hours.
- (3) From November 1 to March 1 may be 6 days per week.
- (4) Not over ½ hour per day may be worked at straight time.
- (5) Statutory holidays mentioned, number not given.



**TABLE 7.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE  
BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**SHEET METAL WORKERS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday Work			
							A.M.	P.M.		
<b>Newfoundland</b>										
St. John's.....		1-40	5 to 6	45 to 54	1½	2		1½	1 week	6
<b>Nova Scotia</b>										
Halifax.....	Apr. '54	1-47	5	40	1½	2	1½	2	3c per hr.	10
Sydney.....										
<b>New Brunswick</b>										
Fredericton.....										
Moncton.....										
Saint John.....										
<b>Quebec</b>										
Chicoutimi.....		1-30	6(1)	48(1)	1½(2)			1, 1½(1)	2%	9
Drummondville.....		1-35	5½(3)	48	1½			1½, 1(3)	2%	10
Hull.....		1-40	5½	44	1½	2			2%	9
Montreal.....		1-80	5	40	1½	2	1½	2	2%	11
Quebec.....		1-50	5½	44	1½	2		1½	2%	9
St-Hyacinthe.....		1-35	5	48	1½		1½(4)	1½(4)	2%	8
Sherbrooke.....		1-40	5½	44	1½			1½	2%	10
Thetford Mines.....		1-50	5½	44	1½	2		1½	2%	9
Trois-Rivieres.....		1-35	5½	44	1½(5)			1½	2%	9
<b>Ontario</b>										
Belleville.....										
Brantford.....										
Cornwall.....										
Guelph.....										
Hamilton.....										
Kingston.....										
Kitchener.....										
Lakehead.....	Dec. '54	2-00	5	40	1½	2	2	2	4%	8
London.....	Apr. '55	1-95	5	40	1½		1½	1½	4%	8
Ottawa.....	Apr. '56	1-97	5	40	1½	2	1½	2	4%	8
Peterborough.....										
St. Catharines.....										
Sault Ste. Marie.....										
Sudbury.....										
Toronto.....	Apr. '55	2-35	5	40	2		2	2	4%	8
Windsor.....	Apr. '55	2-20	5	40	2		2	2	4%	7
<b>Manitoba</b>										
Brandon.....										
Winnipeg.....	Apr. '55	1-82½	5	42½	1½	2	1½	2	4%	8
<b>Saskatchewan</b>										
Moose Jaw.....										
Prince Albert.....	Apr. '55	1-85	5	40	1½		1½			8
Regina.....	May '56	1-85	5	40 to 44	1½(6)				2 weeks	8
Saskatoon.....										
<b>Alberta</b>										
Calgary.....		2-00	5	40	1½	2	1½	2	4%	9
Edmonton.....	Mar. '56	2-15	5	40	1½	2	1½	2		7
Lethbridge.....	June '56	1-85	5	40	1½	2	1½	2	4%	9
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....										
Vancouver.....	May '55	2-30	5	40	1½	2	1½	2	4%	9
Victoria.....	Mar. '55	2-28	5	40	1½	2	2	2		9

(1) From April 1 to September 30 may be 55 hours, 5½ days per week.

(2) After 9 hours per day.

(3) From November 1 to March 1 may be 6 days per week.

(4) After 48 hours per week.

(5) Two additional hours per day Monday to Friday, and one additional hour on Saturday morning, may be worked at straight time, as long as total hours per week do not exceed 55.

(6) Up to 9 hours per day and 44 hours per week at straight time.

**TABLE 8.—WAGE RATES AND SELECTED WORKING CONDITIONS IN COLLECTIVE  
BARGAINING AGREEMENTS FOR CONSTRUCTION TRADES**

**LABOURERS**

Locality	Termination Date of Agreement	Wage Rate per Hour	Standard Week		Overtime Pay (Multiple of Regular Wage Rate)				Paid Vacation (Weeks or Percent of Earnings)	Statutory Holidays (No. of days)
			Days	Hours	Ordinary Overtime Pay	Higher Pay After Specified Period or Hour	Saturday	Work P.M.		
<b>Newfoundland</b>										
St. John's.....	Aug. '55	1.00	5½(1,6)2	50(1,48)2	1½	2				9
<b>Nova Scotia</b>										
Halifax.....	Apr. '55	1.10	6	48	1½					10
Sydney.....										
<b>New Brunswick</b>										
Fredericton.....	Apr. '55	.90	5½	44	1½	2				7
Moncton.....										
Saint John.....										
<b>Quebec</b>										
Chicoutimi.....		1.15	6(3)	48(3)	1½(4)			1, 1½(3)	2%	9
Drummondville.....		1.00	5½(5)	48	1½			1, 1½(5)	2%	10
Hull.....		1.10	5½	50	1½	2		1½	2%	9
Montreal.....		1.25	5	45	1½	2	1½	2	2%	11
Quebec.....		1.15	6	48	1½	2			2%	9
St-Hyacinthe.....		1.00	5	48	1½(6)		1½	1½	2%	8
Sherbrooke.....		1.05	5½	44	1½				2%	10
Thetford Mines.....		1.15	6	48	1½	2			2%	9
Trois-Rivieres.....		1.00	6	48	1½				1 week	9
<b>Ontario</b>										
Belleville.....										
Brantford.....										
Cornwall.....										
Guelph.....										
Hamilton.....										
Kingston.....		1.10	5	40	1½		1½	1½	4%	8
Kitchener.....	Apr. '55	1.20	5	45	1½				4%	7
Lakehead.....										
London.....	Apr. '56	1.15	5½	48	1½			1½	4%	8
Ottawa.....										
Peterborough.....										
St. Catharines.....										
Sault Ste. Marie.....										
Sudbury.....										
Toronto.....	Apr. '56	1.25	5½	45	1½			1½	4%	8
Windsor.....	Mar. '55	1.62	5	45	1½		1½	1½	4%	8
<b>Manitoba</b>										
Brandon.....										
Winnipeg.....										
<b>Saskatchewan</b>										
Moose Jaw.....										
Prince Albert.....										
Regina.....	Mar. '55	1.21	5½	44					4%	8
Saskatoon.....	Mar. '56	1.28	5 or 5½	40 or 44	1½			1½	2 weeks	8
<b>Alberta</b>										
Calgary.....	Apr. '55	1.30	5½(7)	44(7)	1½			1½		9
Edmonton.....	Mar. '55	1.30	5½(7)	44(7)	1½			1½		8
Lethbridge.....										
Medicine Hat.....										
<b>British Columbia</b>										
Prince Rupert.....										
Vancouver.....	Mar. '55	1.60	5	40	1½	2	1½	1½	2%	9
Victoria.....	Mar. '55	1.60	5	40	1½	2	1½	2	2%	9

(1) April 1 to September 30.

(2) October to March 31.

(3) From April 1 to September 30 may be 55 hours, 5½ days per week.

(4) After 9 hours per day.

(5) From November 1 to March 1 may be 6 days per week.

(6) Not over ½ hour per day may be worked at straight time.

(7) If Saturday work is necessary.



The tables giving details of working conditions for the eight construction trades in the 44 cities covered are somewhat incomplete. In some cities there are no agreements covering particular trades. In other instances current information was not available to the Department although an agreement was known to be in existence. For these reasons no entries appear in the tables for certain trades opposite some of the cities listed.

**Changes in Wages and Working Conditions**—A comparison of data in the tables with that published a year ago shows that, most commonly, wage increases bargained in 1954 amounted to five cents an hour. Under almost one-third of the agreements wage rates were not changed during the year. Wage changes for the eight trades examined are as follows:—

Change in Hourly Wage Rate	Per Cent of Cities for Which Wage Rates are Available
No change .....	32·0
Under 5 cents .....	2·0
5 cents .....	38·0
Over 5 and under 10 cents.....	6·5
10 cents.....	17·0
Over 10 cents.....	6·5
	<hr/> 100·0

Little change has occurred in the other items included in the tables. Under a few agreements the vacation allowance was increased from 2 per cent of earnings to 4 per cent. A paid vacation provision was included in a few other agreements which had not formerly contained one. Comparison of the tables for the two years will also show that the number of statutory holidays has been increased in certain cities and for certain trades.

As a rule, construction workers do not receive pay for statutory holidays not worked. They are, however, generally paid at a premium rate for work performed on these days. In Saskatchewan, statutory holidays are paid holidays under a provincial statute which requires employers to pay employees for eight holidays.

Overtime rates for Sundays and statutory holidays have been omitted from the tables, but there is practically no change in these rates from those of a year earlier.

In the great majority of cases double time is paid for such work. Occasionally the rate is time and a half, double time and a half or, rarely, triple time.

**Out-of-Town Work**—Also examined, but not included in the tabular information, were clauses under which employees receive allowances when they are required to work out of town and do not return home daily. Such clauses require the employer to provide the employee with one or more of the following items: transportation costs, pay for travelling time (usually limited to eight hours per day), and room and board. Seventy-five per cent of the agreements analysed contain a provision of this kind.

The following are examples of clauses relating to out-of-town work:

I

Members sent out of ..... to work from whence they do not return daily, shall be paid regular rates of wages as set out in clauses 1 to 4. Fares to and from out-of-town work shall be paid by the employer. In travelling at night a sleeper shall be provided. Time travelling to and from such work shall be paid at single time up to a maximum of 8 hours per day. If men leave the job on their own volition within 90 days, transportation and travelling time returning to ..... may be withheld. Suitable room and board shall be provided by the employer. The cost of transportation to and from the job shall be paid every two months, or 60 days, for jobs within a radius of 200 miles, every 120 days for jobs within a radius of 400 miles, and every 180 days for jobs within a radius of 600 miles of ..... This shall be paid whether or not the workman actually returns to ..... And he shall receive his cheque for the fare home at that time.

II

On jobs away from where a carpenter is hired at home, transportation charges including meals and sleeper is to be provided by the employer, return transportation charges including meals and sleeper is to be provided by the employer after ninety days or at the termination of employment, whichever comes first, except where a man is discharged for just cause. Travelling time on working days only is to be paid for at the rate of eight hours in each twenty-four, provided that no travelling time shall be claimed if working time is not actually lost.

Clauses relating to out-of-town work were found in practically all of the plumbers' agreements. Such clauses are least frequent among the contracts covering labourers, being found in approximately 52 per cent of their agreements.

# Working Conditions, April 1954, in the Primary Textile Industry

Four-fifths of establishments surveyed report five-day work week; more than three-quarters grant two weeks' annual vacation with pay after five years' service and four-fifths grant six or more paid holidays

Wider prevalence of the five-day 40-hour work week is shown in a survey of working conditions in the primary textile industry at April 1, 1954.\* Two weeks' annual vacation with pay after five years was the general practice, while almost half of the employees were entitled to a third week after longer periods of service. Four-fifths of the employees in the survey group were entitled to six or more paid holidays each year, with two-fifths receiving eight or more. Some form of pension and/or insurance plans were in force in most establishments, with the employer usually paying part or all of the cost of the plan.

## The Normal Work Week

A continued trend to the five-day work week is apparent, with about four-fifths of the establishments surveyed reporting such

\*The Department's latest survey. Results of an earlier survey (October 1, 1951), appeared in the *LABOUR GAZETTE*, May 1952, pp. 631-642.

a schedule (see Table 1). This arrangement applied to almost three-quarters of the textile mill workers in April 1954, in the plants covered by the survey, compared with 61 per cent in October 1951.

The 45-hour week occurred in more plants than any other arrangement, being found in one-third of all establishments. However, by number of employees, the 40-hour week was most prevalent, 31 per cent falling into this group, compared with 25 per cent in October 1951. The decline in weekly hours continues, with only one-quarter of all mill workers now on more than 45 hours a week, compared with one-third in 1951 and two-thirds in 1947.

The length of the work week differs considerably from one section of the textile industry to another and from region to region. In the cotton yarn and broad woven goods section, the 40-hour week applied to 64 per cent of all employees in the establishments surveyed; in woollen and worsted woven goods, to 15 per cent; in rayon, nylon and silk textiles, to 2 per cent; and in hosiery and knit goods, to 24

**TABLE 1. STANDARD WEEKLY HOURS IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1954**

	Primary Textiles		Number of Non-Office Employees							
			By Industry				By Region			
	Establishments	Employees	Cotton Yarn and Broad Woven Goods	Woollen and Worsted Woven Goods	Rayon, Nylon and Silk Textiles	Hosiery and Knit Goods	Atlantic	Quebec	Ontario	Western
<i>Survey Coverage</i> .....	278	49,374	18,370	7,414	10,032	15,558	1,641	25,688	21,380	885
<i>Standard Weekly Hours</i>										
40.....	59	15,495	10,471	1,101	180	3,743	394	9,386	5,361	354
Over 40 and under 44.....	19	3,988		443	2,819	726	140	666	2,743	439
44.....	26	1,043	1,575	113	1,139	1,216	941	1,377	1,675	50
45.....	92	13,029	1,920	3,791	415	6,903		3,223	9,806	
Over 45 and under 48.....	17	1,090		523	87	480		388	702	
48.....	46	9,936	2,361	987	4,327	2,261	62	8,799	1,033	42
Over 48.....	19	1,793	43	456	1,065	229	104	1,689		
On a 5-day week.....	219	36,339	12,377	6,092	3,526	14,344	534		18,608	810

per cent. Employees working more than 45 hours per week were 15 per cent of the total in cotton yarn and broad woven goods, 26 per cent in woollen and worsted woven goods, 55 per cent in rayon, nylon and silk textiles, and 19 per cent in hosiery and knit goods.

While the 40-hour week applied to 37 per cent of all textile mill employees in the survey group in Quebec, and to 25 per cent in Ontario, 43 per cent of the employees in Quebec worked more than 45 hours, compared with 8 per cent in Ontario. In the latter province 46 per cent of the employees were on a 45-hour week.

## Annual Vacations with Pay

Over three-quarters of the mills in the survey group, employing 90 per cent of the workers, granted two weeks' annual vacation with pay after, in most cases, an employment record of five years' service. Three weeks' vacation was granted in one-quarter of the establishments, employing almost half of the workers, after a service period ranging from 15 to 25 years (see Table 2).

Two weeks' vacation was available after five years' service for 65 per cent of all employees and after less than five years

**TABLE 2.—VACATIONS WITH PAY, STATUTORY HOLIDAYS, REST PERIODS, BONUS AND PROFIT-SHARING PLANS AND INDUSTRIAL MEDICAL SERVICES IN THE PRIMARY TEXTILES INDUSTRY, APRIL 1, 1954**

	Estab- lishments	Non-Office Employees
<i>Survey Coverage</i> .....	278	49,374
<i>Vacations with Pay—</i>		
One week with pay after:		
Less than 1 year.....	39	11,998
1 year.....	199	29,788
Service not specified.....	21	2,257
Two weeks with pay after:		
1 year or less.....	19	5,901
2 years.....	22	2,465
3 years.....	17	2,333
5 years.....	141	32,095
Other periods.....	16	1,615
Three weeks with pay after:		
15 years.....	23	5,795
20 years.....	15	3,123
25 years.....	32	12,348
Other periods.....	6	1,121
Four weeks with pay.....	3	455
<i>Plant Shut-down for Vacation</i>		
Number reporting a shut-down period.....	267	47,381
Number reporting a shut-down period of:		
One week.....	69	6,500
Two weeks.....	194	40,546
Other.....	3	305
No information.....	1	27
<i>Paid Statutory Holidays</i>		
Number reporting:		
No paid holidays.....	36	2,410
1 and 2.....	10	1,886
3.....	14	1,899
4.....	4	546
5.....	16	1,703
6.....	56	8,499
7.....	32	10,231
8.....	86	16,267
More than 8.....	15	3,836
No information.....	9	2,097
<i>Rest Periods</i>		
Number reporting rest periods.....	194	28,894
Number reporting two ten-minute periods per day.....	139	23,135
<i>Bonus and Profit-Sharing Plans</i>		
Number reporting year-end or Christmas bonus.....	81	12,936
Number reporting profit sharing plan.....	16	3,345
<i>Industrial Medical Services</i>		
Number reporting:		
Pre-placement medical examination.....	33	13,362
Periodic medical examination.....	14	6,710
Emergency care in the establishment for occupational accident or illness.....	83	31,055
Emergency care in the establishment for non-occupational accident or illness.....	69	28,673
Home visits by nurse.....	40	15,167



for 22 per cent. Three weeks' vacation after service periods ranging from 15 to 25 years was available to 43 per cent of all textile mill employees in the survey group.

A percentage distribution of mill workers entitled to vacations of differing lengths after different periods of service is shown below according to industry group and region:

By Industry

Length of Vacation and Service Requirement	Cotton Yarn and Broad Woven Goods	Woollen and Worsted Woven Goods	Rayon, Nylon and Silk Textiles	Hosiery and Knit Goods
	%	%	%	%
Two weeks after less than five years.....	18	19	30	22
After five years.....	80	58	48	64
Three weeks after 15 to 25 years.....	69	40	25	29

By Region

	Atlantic Provinces	Quebec	Ontario	Western Provinces
	%	%	%	%
Two weeks after less than five years.....	51	8	34	84
After five years.....	35	78	54	14
Three weeks after 15 to 25 years.....	28	46	42	28

Plant shut-down for at least part of the vacation period was the general practice, occurring in 267 establishments (96 per cent of those in the survey group) employing the same percentage of workers. A two-week shut-down was the most common practice, occurring in 194 establishments, or

70 per cent of the total, employing 40,546 workers, or 80 per cent.

Paid Statutory Holidays

The increase in the number of paid statutory holidays (Table 2) enjoyed by textile mill workers is shown in the following table:

Number of Paid Holidays	Percentage of Total Mill Workers		
	1947	1951	1954
	%	%	%
None.....	55	9	5
1 to 5.....	17	21	12
6.....	17	25	17
7.....	2	11	21
8.....	8	26	33
More than 8.....	1	8	8
No information.....	—	—	4

In 1954, 91 per cent of the cotton mill workers enjoyed six or more paid holidays while the proportion was 87 per cent in the woollen division, 74 per cent in the rayon division, and 63 per cent in hosiery and knit goods.

Rest Periods

Seventy per cent of the establishments in the survey group, employing 60 per cent of the mill workers, reported rest

periods (see Table 2). More than 90 per cent of the mills having rest periods reported two rest periods a day. Ten minutes was the length of the periods in 75 per cent of the establishments having such a working condition, while 21 per cent reported 15-minute rest periods.

Bonus and Profit-Sharing Plans

Neither bonuses nor profit-sharing (Table 2) were general practices in the textile

industry, according to information received from the survey group. Slightly less than one-third of all establishments, employing about a quarter of the labour force, reported year-end or Christmas bonuses, while only one establishment in 16 had a profit-sharing plan.

Industrial Medical Services

The most common industrial medical service (Table 2) was emergency care in the plant for occupational accidents or illness, found in 30 per cent of the establishments employing 63 per cent of the labour force covered by the survey. Non-occupational accidents or illness were given emergency care in 25 per cent of the establishments employing 57 per cent of the labour force. Preplacement medical examinations were the rule in only 12 per cent of the mills employing 27 per cent of the workers.

Pension and Insurance Plans

Hospitalization plans were the most common form of insurance in the textile industry, by number of employees covered, with group life insurance and surgical benefits only slightly less frequent. Pension plans covered somewhat more than half of all mill workers but were found in only a quarter of the establishments. Cash compensation for loss of earnings due to illness was paid to most employees in the industry and in about two-thirds of the mills. In most cases, at least half the cost of these plans was paid for by the employer.

Hospitalization insurance was in force for the employees in 232 mills employing 45,781 workers, or 83 per cent of all mills surveyed employing 92 per cent of the total labour force. The number and percentage of mills reporting each type of plan and the number and proportion of employees covered were as follows:

Nine per cent of the mills employing 7 per cent of the workers contributed from 1 to 49 per cent, while 53 per cent of the mills with 41 per cent of the employees contributed from 50 to 99 per cent; 100 per cent of the cost was paid by 28 per cent of the mills having 44 per cent of the employees. (These percentages in each case do not add up to 100, since some establishments did not report on the proportion of the cost assumed by them.)

Of the mills with group life insurance, only 2 per cent of them, employing 1 per cent of the workers, made no contribution; 8 per cent of the mills with 5 per cent of the employees contributed from 1 to 49 per cent of the cost; 52 per cent of the establishments with 46 per cent of the employees contributed between 50 and 99 per cent; and 30 per cent of the mills with 44 per cent of the employees contributed 100 per cent of the cost.

Fewer mills helped pay the cost of their hospital plan, with 21 per cent of those with a plan, employing 9 per cent of the mill workers, making no contribution; 9 per cent of the mills with 9 per cent of the employees contributed between 1 and 49 per cent of the cost; 38 per cent of the establishments with 41 per cent of the employees contributed between 50 and 99 per cent; and 22 per cent of the mills with 35 per cent of the employees contributed 100 per cent.

Of the establishments with surgical benefits, 11 per cent with 7 per cent of the employees covered by such a plan made no contribution. Ten per cent of the mills with 9 per cent of the labour force contributed between 1 and 49 per cent; 45 per cent of the mills with 44 per

	Mills		Employees	
	Number	Percentage	Number	Percentage
Pension Plan.....	74	27	27,262	55
Group Life Insurance.....	194	70	43,517	88
Hospitalization Plan.....	232	83	45,781	92
Surgical Benefits.....	198	71	43,337	88
Physician's Services in Hospital.....	119	43	19,299	39
Physician's Home and Office Calls.....	53	19	6,868	14
Cash Compensation for loss of Earnings due to Illness..	166	60	38,174	78

Only 4 per cent of the mills reporting a pension plan made no contribution to the cost of the plan; they employed 4 per cent of the workers covered by such a plan.

cent of the employees contributed from 50 to 99 per cent; 25 per cent of the mills with 37 per cent of the employees contributed 100 per cent.

# Strikes and Lockouts

## Canada, December 1954\*

There were no significant changes in the record of industrial disputes resulting in work stoppages during 1954 as compared with 1953. About the same number of stoppages occurred.

In 1954 a greater number of workers were involved and the man-days lost were higher than in 1953 but the increases were not substantial. In both 1953 and 1954 about 70 per cent of the total idleness occurred in the last four months.

Half the time lost in 1954 was caused by three stoppages involving: motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont., plumbers and steamfitters at Montreal, Que.; and farm implement factory workers at Toronto, Ont.

Wages and related benefits were the central issues in 87 of the 168 stoppages in 1954, causing 90 per cent of the total idleness. Of the other disputes, 24 arose over dismissals and suspensions; 22 over union questions; 14 over causes affecting working conditions; 11 over reduced hours; four over reduced wages; four over the employment of particular persons; one was a jurisdictional dispute; and one was a sympathy strike.

Preliminary figures for 1954 show 168 strikes and lockouts, involving 61,477 workers, with a time loss of 1,472,160 man-days. In 1953 there were 174 strikes and lockouts, 55,988 workers involved and a loss of 1,324,715 days.

In December 1954 preliminary figures show 16 strikes and lockouts in existence, involving 12,169 workers, with a time loss of 240,841 man-days, compared with 23

strikes and lockouts in November 1954, with 20,628 workers involved and a loss of 326,460 days. In December 1953 there were 29 strikes and lockouts, 11,275 workers involved and a loss of 265,265 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December 1954 was 0.29 per cent of the estimated working time; November 1954, 0.39 per cent; December 1953, 0.31 per cent; the year 1954, 0.15 per cent; and the year 1953, 0.13 per cent.

In December 1954 two stoppages involving motor vehicle factory and parts depot workers at Windsor, Oakville and Etobicoke, Ont., and linoleum factory workers at Montreal and Farnham, Que., caused 85 per cent of the total idleness.

Of the 16 strikes and lockouts in existence in December 1954, one was settled in favour of the workers, three in favour of the employers, one was a compromise settlement and one was indefinite in result, work being resumed pending final settlement. At the end of the year 10 stoppages were recorded as un terminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British Ministry of Labour *Gazette*, the number of work stoppages in Great Britain and Northern

Ireland beginning in October 1954 was 216 and 21 were still in progress from the previous month, making a total of 237 during the month. In all stoppages of work in progress 112,300 workers were involved and a time loss of 1,115,000 days caused.

Of the 216 disputes leading to stoppages of work which began in October, 13, directly involving 3,900 workers, arose over demands for advances in wages, and 92, directly involving 11,200 workers, over other wage questions; three, directly involving 200 workers, over questions as to working hours;

\*See Tables G-1 and G-2 at back of book.



20, directly involving 6,400 workers, over questions respecting the employment of particular classes or persons; 84, directly involving 29,500 workers, over other questions respecting working arrangements; and two, directly involving 200 workers, over questions of trade union principle. Two, directly involving 19,300 workers, were in support of workers involved in other disputes.

## United States

Preliminary estimates for 1954 are 3,450 work stoppages resulting from labour-management disputes beginning in the year, in which 1,500,000 workers were involved. The time loss for all strikes and lockouts in progress during 1954 is an estimated 22,000,000 man-days. Corresponding figures for 1953 were 5,091 stoppages involving 2,400,000 workers and a loss of 28,300,000 days.

# Prices and the Cost of Living\*

## Consumer Price Index, January 3, 1955

The consumer price index receded 0.2 per cent from 116.6 to 116.4 between December 1 and January 3. The decrease was due entirely to a drop in foods; the index for this series changed from 112.6 to 112.1. Among foods, lower prices were recorded for processed pork products, oranges, bananas, eggs and lettuce while firmer quotations were registered for tea, most fresh vegetables and beef.

Shelter, the only other group to change, advanced from 128.2 to 128.4, reflecting increases in both rent and home-ownership. Household operation remained at 117.1 as slight advances in supplies and services were balanced by decreases in a few items of floor coverings, furniture and textiles.

In clothing a slight advance in women's wear was cancelled by a decline in men's wear to leave the group index unchanged at 108.1. Other commodities and services were steady at 118.2, although narrow advances were noted for a few drug and personal care items.

The index one year earlier (January 2, 1954) was 115.7. Group indexes on that date were: food 111.6, shelter 125.4, clothing 110.1, household operation 117.5, and other commodities and services 116.4.

## City Consumer Price Indexes, December 1, 1954

Six of the ten regional city consumer price indexes registered slight decreases (from 0.1 per cent to 0.3 per cent) between November 1 and December 1. The Saskatoon-Regina index showed a considerably greater decline of 0.8 per cent, while two other city indexes remained unchanged and one advanced 0.1 per cent.

As indicated by the behaviour of the total indexes, movements of group indexes

were restricted to very narrow ranges, with the exception of foods in Saskatoon-Regina, which declined 2 per cent under the influence of greater-than-average price decreases for beef, eggs and oranges. Changes in food indexes for other cities ranged from an increase of 0.3 per cent to a decrease of 1.2 per cent.

Shelter indexes recorded no change in four cities, while moderate increases were noted for the remaining six cities. City indexes for clothing, household operation and other commodities and services were generally unchanged or down slightly, with an occasional fractional increase.

Regional consumer price index point changes between November 1 and December 7 were as follows: Saskatoon-Regina -0.9 to 113.9; Edmonton-Calgary -0.3 to 115.0; Vancouver -0.3 to 118.3; Ottawa -0.2 to 117.0; Winnipeg -0.2 to 115.5; Montreal -0.1 to 117.0; Toronto -0.1 to 118.8; St. John's +0.1 to 102.9;† Halifax and Saint John remained unchanged at 114.5 and 117.5 respectively.

## Wholesale Prices, December 1954

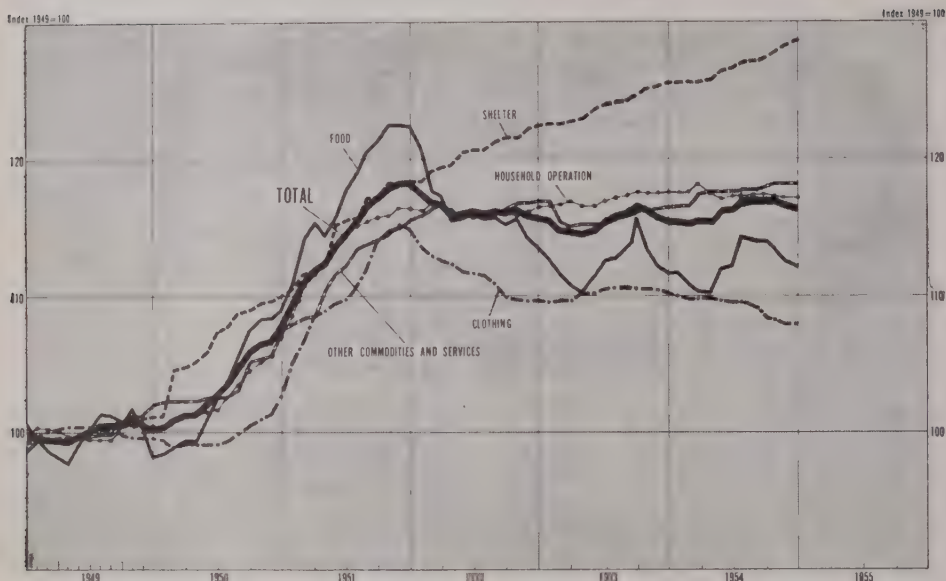
Wholesale prices registered an intermittent decline over the year 1954, and the general index was up 0.2 per cent in December to 215.3 from November's 214.8 but down 1.7 per cent from 219.0 in December 1953. Increases in five of the eight major groups were responsible for the rise over November. One group declined, while two remained unchanged.

The largest increase over November was recorded by non-ferrous metals, which rose 1.3 per cent to 170.6 from 168.4, as higher prices for nickel and zinc sheet overbalanced slightly lower quotations for copper, gold, tin and silver.

\*See Tables F-1 and F-2 at back of book.

†On base June 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1949



Vegetable products moved up 0.5 per cent to 195.9 from 195.0, reflecting increases in livestock and poultry feeds, tea, raw rubber, vegetable oils and products, grains, onions and rosin, which outweighed decreases in imported fresh fruits, potatoes and milled cereal foods.

In the animal products group, increases in livestock, fresh meats and butter more than offset decreases in eggs, fowl, cured meats, hides and skins, fishery products and lard, to move the index up 0.2 per cent to 225.3 from 224.8.

Higher prices for fir timber and cedar shingles proved more important than small declines in export prices for newsprint and woodpulp, the index for wood, wood products and paper advancing 0.1 per cent to 289.3 from 289.0.

Non-metallic minerals at 175.9 rose 0.1 per cent from 175.7 in November as increases in United States bituminous coal and sand and gravel at Vancouver outweighed declines in cement and sulphur.

Fibres, textiles and textile products, the only group to record a decline, fell 0.4 per cent to 226.9 from 227.8. Decreases in rayon yarns, worsted yarns and woollen hosiery and knit goods were more important than increases in raw cotton and raw wool, both domestic and imported.

Iron and steel products remained unchanged at 213.5, while increases in nitric acid, copper sulphate and shellac

balanced a decrease in industrial gases to leave the chemical products also unchanged at 176.9.

**Farm Product Prices**—The index of Canadian farm product prices at terminal markets rose 0.4 per cent to 204.7 in December from 203.8 in November. Animal products increased 0.9 per cent to 245.9 from 243.6, as a result of increases in livestock, eastern butterfat and eastern raw wool. Declines were recorded for eggs and eastern cheese milk. Field products dropped 0.3 per cent to 163.5 from 164.0, as decreases in eastern potatoes, oats and barley and western rye more than offset increases in potatoes at Vancouver, western flax and eastern corn and wheat.

**Building Material Prices**—The index of residential building material prices rose 0.1 per cent to 278.7 from 278.4 in November, as gains in fir timber, millwork, cedar shingles and shellac outweighed decreases in cement and rock wool. Non-residential building material prices declined 0.1 per cent to 120.4 from 120.5, as decreases in cement and rock wool were more important than increases in millwork, shellac and sand and gravel at Vancouver.

Over the past 12 months, building material prices have shown remarkable stability: the residential building materials series advanced 0.2 per cent and the non-residential series declined 2.6 per cent.

### U.S. Consumer Price Index, November 1954

The consumer price index compiled by the United States Bureau of Labor Statistics rose to 114·6 from 114·5 (1947-49=100) between mid-October and mid-November.

### U.S. Consumer Price Index, December 1954

At mid-December, the United States consumer price index stood at 114·3, the lowest point in 1954.

During 1954, the index dropped 0·5 per cent from January's 115·2, the first decline over an entire calendar year since 1949, when it dropped 1 per cent.

### U.K. Index of Retail Prices, October 1954

The index of retail prices compiled by the United Kingdom Ministry of Labour, after two successive drops, rose 0·5 points to 108·7 from 108·2 (Jan. 1952=100) between mid-September and mid-October.

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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16. **International Conference on Safety of Life at Sea, London, 1948.** *Final Act and Annexed International Regulations for preventing Collisions at Sea, 1948.* London, June 10, 1948. London, H.M.S.O., 1954. Pp. 41.

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## Workmen's Compensation Bulletin Now Available

Six of Canada's Workmen's Compensation Acts were amended in 1954. The changes are reviewed in the latest edition (December 1954) of *Workmen's Compensation in Canada, a Comparison of Provincial Laws*, now available in both English and French from the Department of Labour.

This publication, issued at the end of each calendar year, gives a concise description of the collective liability system of workmen's compensation in effect in all provinces of Canada. It also contains revised tables of benefits, permitting a comparison of the amounts payable in the various provinces for disability or death resulting from industrial accidents and diseases.

Among the Acts amended last year was that in Quebec, under which the maximum yearly earnings taken into account for compensation purposes was raised from \$3,000 to \$4,000. The amendments provide for higher benefits for widows and children.

In British Columbia, where the Act was substantially amended, the rate of compensation for disability was raised from 70 to 75 per cent and the maximum annual earnings on which compensation is computed were increased from \$3,600 to \$4,000. An increase in the compensation payments of workmen who were injured before March 18, 1943, was also provided for. Many of the other changes made were recommended by the 1952 Sloan Report.

In Nova Scotia, a number of new industries, including hotels, restaurants and stores, were brought under the Act and the

Act was generally revised and consolidated.

The Newfoundland, Ontario and Saskatchewan Acts were also amended. In Ontario, the Workmen's Compensation Board was given authority to spend \$200,000 annually, in place of the former \$100,000, on rehabilitation work.

Under workmen's compensation laws, compensation for accidents is made a charge upon employers collectively instead of the liability of the individual employer. Divided into classes and assessed on their payrolls according to the hazard of the industry, employers covered by the Act are required to contribute to the Accident Fund, which is administered by the Workmen's Compensation Board. Compensation and medical aid are paid to injured workmen or their dependants from the Accident Fund.

In Ontario and Quebec, railway, shipping, telephone and telegraph companies, municipalities, commissions, school boards, and the Government of the province are individually liable to pay compensation.

Besides its detailed comparative summary of the ten workmen's compensation laws, the bulletin also contains a brief review of the two federal compensation laws, the Government Employees Compensation Act and the Merchant Seamen Compensation Act, and of the Workmen's Compensation Ordinances of the Yukon and Northwest Territories.

This bulletin, which is prepared in the Legislation Branch, can be obtained for 10 cents a copy from the Publications Division, Department of Labour, Ottawa.

# Labour Statistics

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 20, 1954**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
	(1)				(1)		
<i>The Labour Force</i>							
Both Sexes.....	5,417	105	410	1,559	1,979	926	438
Agricultural.....	845	*	51	196	252	316	27
Non-Agricultural.....	4,572	102	359	1,363	1,727	610	411
Males.....	4,191	87	320	1,198	1,490	762	334
Agricultural.....	811	*	49	191	237	308	23
Non-Agricultural.....	3,380	84	271	1,007	1,253	454	311
Females.....	1,226	18	90	361	489	164	104
Agricultural.....	34	*	*	*	15	*	*
Non-Agricultural.....	1,192	18	88	356	474	156	100
All Ages.....	5,417	105	410	1,559	1,979	926	438
14—19 years.....	514	12	45	192	158	79	28
20—24 years.....	708	17	52	230	240	121	48
25—44 years.....	2,523	48	181	721	929	431	213
45—64 years.....	1,460	25	113	369	566	256	131
65 years and over.....	212	*	19	47	86	39	18
<i>Persons with Jobs</i>							
All status groups.....	5,203	102	389	1,478	1,910	906	418
Males.....	4,008	84	301	1,129	1,431	746	317
Females.....	1,195	18	88	349	479	160	101
Agricultural.....	838	*	51	194	249	314	27
Non-Agricultural.....	4,365	99	338	1,284	1,661	592	391
Paid Workers.....	3,973	83	300	1,153	1,544	541	352
Males.....	2,882	66	221	832	1,104	398	261
Females.....	1,091	17	79	321	440	143	91
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	214	*	21	81	69	20	20
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,917	140	448	1,341	1,610	927	451
Males.....	950	39	99	228	255	190	109
Females.....	3,967	101	349	1,113	1,325	737	342

(1) Includes estimates for certain remote areas in Ontario, excluded prior to May 1954, amounting to 0.6 per cent for Canada as a whole and 1.8 per cent for Ontario in all characteristics.

\* Less than 10,000.

**TABLE A-2. PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended November 20, 1954		Week Ended October 23, 1954		Week Ended November 21, 1953	
	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)	Total	Seeking Full-Time Work (1)
Total looking for work.....	232	223	195	186	168	151
Without jobs.....	214	205	179	172	152	138
Under 1 month.....	75	65	65	55	71	62
1—3 months.....	82	80	80	71	55	48
4—6 months.....	29	28	28	16	16	14
7—12 months.....	18	17	17	•	•	•
13—18 months.....	•	•	•	•	•	•
19—and over.....	•	•	•	•	•	•
Worked.....	18	18	16	14	16	13
1—14 hours.....	•	•	•	•	•	•
15—34 hours.....	13	13	11	•	10	•

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

• Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1945—1952 Total (1).....	34,461	159,030	414,663	128,798	75,048	812,000	326,105
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,290
1953 January—November.....	3,779	32,026	83,469	25,914	12,450	157,638	64,603
1954 January—November.....	3,602	26,944	78,930	25,733	11,564	146,773	62,491

(1) Newfoundland is not included from 1945 to 1948 inclusive, it has been included since that time.

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1951—1952 Totals.....	11,055	12,217	•	•	•	42,861	•	•	•	6,928	199,815
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1953 January—November.....	9,525	6,062	1,768	3,036	12,628	16,635	819	25,352	9,065	932	85,822
1954 January—November.....	9,585	6,605	1,898	2,650	11,204	10,515	736	25,134	12,396	556	81,279

Due to changes in occupational classifications comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.



## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	302	62	230	199	32	901
1953—Average.....	73	330	70	257	215	34	972
1953—October.....	78	333	83	257	226	35	1,012
November.....	77	328	76	256	224	35	996
December.....	71	333	69	255	225	35	988
1954—January.....	65	322	56	245	223	34	945
February.....	66	325	54	247	225	33	950
March.....	62	323	54	245	226	33	943
April.....	59	322	59	251	229	34	954
May.....	69	320	67	253	232	34	975
June.....	74	325	70	259	237	35	1,000
July.....	80	323	77	262	233	35	1,010
August.....	83	323	76	261	235	36	1,014
September.....	84	326	78	263	244	35	1,030
October.....	86	323	82	265	241	36	1,036

\* Includes Newfoundland, since 1949

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,536,949.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries \$	Index Numbers			Average Weekly Wages and Salaries \$
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
Nov. 1, 1953.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1, 1953.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1, 1954.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1, 1954.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1, 1954.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1, 1954.....	112.5	157.2	139.2	59.80	106.3	150.4	140.7	61.86

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100)

SOURCE: Employment and Payrolls (D.B.S.)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953
<b>(a) Provinces</b>						
Newfoundland.....	139.1	143.5	149.8	54.00	55.15	56.69
Prince Edward Island.....	120.9	120.6	125.2	44.08	44.04	43.35
Nova Scotia.....	100.5	101.5	103.9	49.30	49.66	47.71
New Brunswick.....	99.8	102.0	101.9	51.74	50.85	48.95
Quebec.....	113.6	113.8	116.3	57.19	56.75	55.26
Ontario.....	110.9	111.8	116.3	62.22	61.61	60.36
Manitoba.....	107.9	109.2	108.7	57.45	56.96	55.50
Saskatchewan.....	124.1	123.6	124.1	57.67	56.51	55.50
Alberta.....	133.5	135.5	132.4	62.27	60.70	60.47
British Columbia.....	110.2	112.6	110.2	65.00	64.45	64.94
<b>Canada</b> .....	<b>112.5</b>	<b>113.4</b>	<b>115.9</b>	<b>59.80</b>	<b>59.25</b>	<b>58.14</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	119.7	121.8	117.8	44.67	45.02	42.77
Sydney.....	93.3	92.5	97.6	59.97	60.92	59.89
Halifax.....	112.3	114.0	118.3	47.67	47.95	45.40
Saint John.....	97.2	95.8	104.3	46.92	47.70	45.66
Quebec.....	113.9	115.5	113.9	49.25	49.18	47.49
Sherbrooke.....	104.9	100.6	103.0	49.81	50.15	47.60
Three Rivers.....	106.1	108.6	103.4	54.94	56.21	54.27
Drummondville.....	72.6	70.9	83.7	53.03	51.72	50.20
Montreal.....	110.9	111.9	115.0	58.11	57.79	56.56
Ottawa—Hull.....	113.0	112.0	110.1	54.89	54.76	52.61
Peterborough.....	94.4	94.3	101.8	62.57	62.90	62.71
Oshawa.....	131.1	99.7	153.9	69.67	61.38	63.62
Niagara Falls.....	129.9	119.2	170.5	65.64	64.53	67.86
St. Catharines.....	113.2	111.2	118.1	69.18	67.39	66.64
Toronto.....	120.6	120.5	122.8	63.32	63.24	61.18
Hamilton.....	104.0	104.3	111.3	63.96	63.72	62.23
Brantford.....	82.1	83.7	79.8	59.39	58.35	56.51
Galt.....	96.8	97.0	109.1	55.20	55.02	54.52
Kitchener.....	103.8	102.9	111.4	57.62	57.36	56.30
Sudbury.....	133.1	135.9	138.9	73.29	73.33	71.26
London.....	111.0	111.2	114.9	57.90	57.52	55.61
Sarnia.....	113.5	114.2	122.3	74.05	73.17	74.31
Windsor.....	74.1	83.0	104.4	68.81	68.16	66.80
Sault Ste. Marie.....	94.8	98.6	131.9	67.19	67.05	67.49
Ft. William—Pt. Arthur.....	108.5	109.9	121.5	61.06	61.14	59.94
Winnipeg.....	106.0	107.0	104.8	54.67	54.30	52.47
Regina.....	121.5	119.6	117.5	54.43	54.22	51.36
Saskatoon.....	123.1	125.5	127.0	54.72	52.98	51.22
Edmonton.....	155.2	155.6	149.5	59.67	59.69	58.14
Calgary.....	137.8	138.3	135.3	59.78	58.75	57.15
Vancouver.....	104.4	104.8	103.5	62.13	61.99	60.36
Victoria.....	113.0	117.2	109.8	59.20	58.30	57.26

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES  
AND SALARIES**

(1949 = 100)

Source: Employment and Payrolls, (D.B.S.)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953
<b>Mining.....</b>	<b>112.5</b>	<b>112.6</b>	<b>107.8</b>	<b>72.58</b>	<b>71.26</b>	<b>70.30</b>
Metal mining.....	114.9	115.4	104.0	75.90	74.58	73.37
Gold.....	82.6	83.1	70.0	68.87	67.95	65.84
Other metal.....	145.0	145.5	135.4	79.64	78.11	76.96
Fuels.....	102.2	100.1	104.4	69.53	68.31	68.97
Coal.....	75.4	74.4	80.6	60.71	61.28	61.76
Oil and natural gas.....	191.1	185.2	183.9	81.05	77.66	79.53
Non-metal.....	133.8	138.8	135.7	66.90	65.41	62.72
<b>Manufacturing.....</b>	<b>106.3</b>	<b>108.1</b>	<b>113.1</b>	<b>61.86</b>	<b>61.39</b>	<b>59.98</b>
Food and beverages.....	113.7	118.4	111.9	53.60	52.83	52.77
Meat products.....	117.2	115.9	115.2	64.69	63.49	63.79
Canned and preserved fruits and vegetables.....	139.4	196.2	130.4	39.62	42.21	39.80
Grain mill products.....	108.0	107.0	103.2	59.57	60.16	58.60
Bread and other bakery products.....	103.4	101.7	106.8	52.21	52.01	51.54
Distilled and malt liquors.....	110.5	106.2	109.0	68.02	67.99	66.63
Tobacco and tobacco products.....	77.4	78.2	79.5	61.11	60.67	58.80
Rubber products.....	104.8	104.1	108.6	62.59	63.97	61.61
Leather products.....	84.2	86.5	91.2	41.48	41.85	40.06
Boots and shoes (except rubber).....	85.8	89.2	90.4	38.72	39.64	38.20
Textile products (except clothing).....	81.6	80.0	89.3	51.39	51.05	48.46
Cotton yarn and broad woven goods.....	81.2	79.4	88.4	48.79	48.21	44.64
Woolen goods.....	69.9	68.2	79.6	49.30	49.99	47.51
Synthetic textiles and silk.....	82.5	80.2	92.3	57.34	56.82	54.17
Clothing (textile and fur).....	92.4	93.1	98.2	41.79	41.37	40.83
Men's clothing.....	95.3	96.5	103.6	40.54	39.82	39.68
Women's clothing.....	95.2	96.7	95.0	41.14	41.27	40.50
Knit goods.....	80.4	80.2	90.4	44.01	43.66	42.86
Wood products.....	103.3	106.6	102.0	56.03	55.20	54.09
Saw and planing mills.....	105.5	110.9	100.1	58.21	57.20	55.83
Furniture.....	105.2	104.0	109.0	53.54	52.82	52.25
Other wood products.....	90.2	91.8	97.7	49.76	49.14	49.75
Paper products.....	116.0	118.0	112.2	73.24	72.11	70.03
Pulp and paper mills.....	119.4	121.8	113.2	78.53	77.25	75.54
Other paper products.....	107.8	108.8	109.8	58.98	58.07	56.06
Printing, publishing and allied industries.....	111.1	111.1	109.2	66.42	65.91	63.05
Iron and steel products.....	94.3	97.6	108.7	68.29	68.45	66.87
Agricultural implements.....	45.6	45.2	66.2	68.31	66.33	63.96
Fabricated and structural steel.....	112.5	130.3	135.2	74.63	72.92	72.97
Hardware and tools.....	98.4	98.3	106.4	65.14	65.48	62.38
Heating and cooking appliances.....	99.7	101.1	98.9	62.63	62.98	58.30
Iron castings.....	84.5	89.2	99.2	67.51	68.06	66.80
Machinery mfg.....	103.3	108.4	116.6	66.60	67.40	66.31
Primary iron and steel.....	94.7	95.1	114.7	72.60	72.84	71.30
Sheet metal products.....	106.0	110.0	111.6	66.35	66.14	62.32
Transportation equipment.....	118.6	121.1	149.4	70.48	69.64	67.52
Aircraft and parts.....	341.1	339.0	387.4	74.10	75.14	72.11
Motor vehicles.....	68.5	78.5	116.0	80.07	75.33	71.62
Motor vehicle parts and accessories.....	99.5	92.8	115.3	71.24	67.49	66.02
Railroad and rolling stock equipment.....	83.1	86.2	107.8	64.79	64.03	62.49
Shipbuilding and repairing.....	150.8	152.6	175.3	64.83	65.68	64.85
Non-ferrous metal products.....	119.4	120.2	119.8	71.04	70.51	68.11
Aluminum products.....	122.3	121.8	180.3	67.23	67.25	65.74
Brass and copper products.....	101.2	101.7	109.6	69.28	66.99	65.58
Smelting and refining.....	139.2	140.5	128.7	76.23	76.07	73.82
Electrical apparatus and supplies.....	133.1	132.1	141.8	66.78	67.02	65.29
Non-metallic mineral products.....	117.3	116.3	116.4	65.72	64.81	62.67
Clay products.....	106.6	109.4	106.4	61.43	61.43	59.81
Glass and glass products.....	115.1	105.3	118.8	63.34	62.08	61.00
Products of petroleum and coal.....	121.3	122.8	118.7	86.82	85.91	86.00
Chemical products.....	121.0	122.1	120.1	68.00	67.20	64.86
Medicinal and pharmaceutical preparations.....	108.7	108.2	106.0	62.38	62.20	59.35
Acids, alkalis and salts.....	117.3	118.1	122.0	76.05	74.92	71.31
Miscellaneous manufacturing industries.....	107.3	106.5	112.9	54.00	53.85	52.13
<b>Construction.....</b>	<b>124.1</b>	<b>127.7</b>	<b>131.5</b>	<b>61.63</b>	<b>61.34</b>	<b>62.29</b>
Buildings and structures.....	125.3	129.2	142.9	66.51	66.28	67.62
Highways, bridges and streets.....	122.2	125.3	112.9	53.71	53.29	51.30
<b>Service.....</b>	<b>112.0</b>	<b>116.1</b>	<b>109.6</b>	<b>39.73</b>	<b>39.04</b>	<b>37.86</b>
Hotels and restaurants.....	108.0	114.4	105.0	34.57	33.94	33.23
Laundries and dry cleaning plants.....	102.6	103.5	102.2	37.48	37.17	36.17
<b>Industrial composite.....</b>	<b>112.5</b>	<b>113.4</b>	<b>115.9</b>	<b>59.80</b>	<b>59.25</b>	<b>58.14</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1954	Oct. 1, 1954	Nov. 1, 1953	Nov. 1, 1954	Oct. 1, 1954	Nov. 1, 1953
Newfoundland.....	42.1	42.3	42.3	139.0	134.1	135.1
Nova Scotia.....	40.8	41.5	41.2	121.1	120.6	120.2
New Brunswick.....	42.3	42.2	41.4	124.5	122.5	121.5
Quebec.....	42.3	42.3	42.8	126.7	127.1	124.1
Ontario.....	40.9	41.0	41.0	147.5	146.1	144.5
Manitoba.....	41.1	40.5	40.1	134.7	135.1	132.9
Saskatchewan.....	40.8	39.6	40.5	146.9	146.5	141.3
Alberta.....	41.2	40.3	40.9	147.4	146.8	142.4
British Columbia.....	38.6	38.5	38.4	169.1	167.7	165.5

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (D.B.S.).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Week Preceding:						
November 1, 1953.....	41.4	137.4	56.88	136.4	116.2	117.4
December 1, 1953.....	41.2	138.4	57.02	136.7	115.8	118.0
January 1, 1954.....	41.0*	140.4	57.56	138.0	115.7	119.3
February 1, 1954.....	40.7	140.4	57.14	137.0	115.7	118.4
March 1, 1954.....	41.1	140.6	57.79	138.6	115.5	120.0
April 1, 1954.....	40.9	141.0	57.67	138.3	115.6	119.6
May 1, 1954.....	40.6	141.8	57.57	138.0	115.5	119.5
June 1, 1954.....	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954.....	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954.....	40.7	140.9	57.35	137.5	117.0	117.5
September 1, 1954.....	40.9	139.5	57.06	136.8	116.8	117.1
October 1, 1954.....	41.3	139.7	57.70	138.3	116.8	118.4
November 1, 1954 (1).....	41.2	140.4	57.84	138.7	116.6	118.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38.5 hours and \$54.05.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953	Nov. 1 1954	Oct. 1 1954	Nov. 1 1953
	no.	no.	no.	c	c	c	\$	\$	\$
<b>Mining</b> .....	<b>43-9</b>	<b>43-3</b>	<b>43-0</b>	<b>158-4</b>	<b>157-0</b>	<b>155-9</b>	<b>69.54</b>	<b>67.98</b>	<b>67.04</b>
Metal mining.....	45-0	44-4	44-0	162-8	161-3	160-2	73.26	71.62	70.49
Gold.....	46-9	46-1	46-2	138-3	137-6	132-6	64.86	63.43	61.26
Other metal.....	43-9	43-4	42-9	177-2	175-2	174-6	77.79	76.04	74.90
Fuels.....	41-2	40-7	40-9	154-2	153-5	155-3	63.53	62.47	63.52
Coal.....	40-1	40-4	39-9	148-4	148-7	151-8	59.51	60.07	60.57
Oil and natural gas.....	44-3	41-3	44-0	169-9	168-3	165-5	75.27	69.51	72.82
Non-metal.....	44-5	44-0	43-6	147-9	146-0	141-9	65.82	64.24	61.87
<b>Manufacturing</b> .....	<b>41-2</b>	<b>41-3</b>	<b>41-4</b>	<b>140-4</b>	<b>139-7</b>	<b>137-4</b>	<b>57.84</b>	<b>57.70</b>	<b>56.88</b>
Food and beverages.....	41-0	42-0	41-7	119-0	114-9	116-4	48.79	48.26	48.54
Meat products.....	40-8	40-0	40-5	149-8	148-7	148-9	61.12	59.48	60.30
Canned and preserved fruits and vegetables.....	37-9	44-7	38-8	92-6	89-8	92-2	35.10	40.14	35.77
Grain mill products.....	42-1	42-1	42-8	136-7	136-8	131-9	57.55	57.59	56.45
Bread and other bakery products.....	43-1	43-5	43-6	106-0	104-5	105-8	45.69	45.46	46.13
Distilled and malt liquors.....	40-6	39-8	40-9	153-3	155-6	150-3	62.24	61.93	61.47
Tobacco and tobacco products.....	40-5	40-3	40-3	141-2	141-2	136-2	57.19	56.90	54.89
Rubber products.....	41-1	41-9	41-2	144-7	145-2	143-3	59.47	60.84	59.04
Leather products.....	37-5	38-7	38-5	100-8	99-6	98-7	37.80	38.55	38.00
Boots and shoes (except rubber).....	35-6	37-6	36-7	97-6	96-2	94-8	34.75	36.17	34.79
Textile products (except clothing).....	42-8	42-7	40-9	110-6	109-6	108-1	47.34	46.80	44.21
Cotton yarn and broad woven goods.....	41-0	40-6	37-6	112-0	111-5	110-4	45.92	45.27	41.51
Woollen goods.....	43-5	44-0	42-6	104-2	104-6	102-8	45.33	46.02	43.79
Synthetic textiles and silk.....	45-4	45-2	44-1	115-7	114-1	111-9	52.53	51.57	49.35
Clothing (textile and fur).....	38-3	37-7	38-2	98-5	98-7	96-8	37.73	37.21	36.98
Men's clothing.....	37-3	37-0	37-8	97-8	97-8	95-4	36.48	36.19	36.06
Women's clothing.....	36-1	35-3	35-2	101-8	103-5	100-7	36.75	36.54	35.45
Knit goods.....	41-1	40-4	40-9	98-4	98-8	97-2	40.44	39.92	39.75
*Wood products.....	42-5	42-3	42-6	127-4	126-2	122-8	54.15	53.38	52.31
Saw and planing mills.....	41-8	41-9	41-7	135-8	133-8	131-1	56.76	56.06	54.67
Furniture.....	43-9	43-5	44-2	115-4	114-8	112-1	50.66	49.94	49.55
Other wood products.....	43-1	42-7	43-8	108-6	108-4	107-8	46.81	46.29	47.22
Paper products.....	42-6	42-4	43-5	162-4	161-1	153-3	69.18	68.31	66.69
Pulp and paper mills.....	42-8	42-5	43-8	173-3	172-0	164-5	74.17	73.10	72.05
Other paper products.....	42-0	42-0	42-7	128-6	127-2	121-3	54.01	53.42	51.80
Printing, publishing and allied industries.....	40-4	40-4	40-0	166-8	166-4	160-5	67.39	67.23	64.20
*Iron and steel products.....	41-2	41-4	41-7	157-9	158-0	154-7	65.05	65.41	64.51
Agricultural implements.....	39-7	39-1	37-3	158-2	154-3	158-8	62.81	60.33	59.23
Fabricated and structural steel.....	41-0	40-9	42-1	166-7	165-3	164-2	68.35	67.61	69.13
Hardware and tools.....	42-1	42-3	42-4	146-2	146-6	141-2	61.55	62.01	59.87
Heating and cooking appliances.....	42-5	42-7	41-7	142-8	141-9	134-1	60.69	60.59	55.92
Iron castings.....	42-3	42-2	42-6	154-5	156-4	154-3	65.35	66.00	65.73
Machinery manufacturing.....	41-5	42-2	43-2	152-0	152-8	149-4	63.08	64.48	64.54
Primary iron and steel.....	39-8	40-1	40-4	174-1	173-7	170-7	69.29	69.65	68.96
Sheet metal products.....	41-0	41-3	41-2	153-5	153-7	144-9	62.94	63.48	59.70
*Transportation equipment.....	41-1	40-7	41-1	162-6	162-8	157-8	66.83	66.26	64.86
Aircraft and parts.....	41-2	41-7	43-3	170-0	172-3	159-6	70.04	71.85	69.11
Motor vehicles.....	41-7	39-6	39-3	174-1	172-7	169-3	72.60	68.39	66.53
Motor vehicle parts and accessories.....	40-8	38-6	39-9	168-6	162-5	158-2	67.97	62.73	63.12
Railroad and rolling stock equipment.....	40-0	39-7	39-3	159-4	159-4	157-6	63.76	63.28	61.94
Shipbuilding and repairing.....	42-4	42-8	43-7	151-4	152-0	147-4	64.19	65.06	64.41
*Non-ferrous metal products.....	41-6	41-5	41-4	160-3	160-2	156-3	66.68	66.48	64.71
Aluminum products.....	41-4	41-8	41-5	146-4	145-8	145-0	60.61	60.94	60.18
Brass and copper products.....	42-4	41-7	42-7	151-3	151-2	146-9	64.15	63.05	62.73
Smelting and refining.....	41-3	41-3	41-0	172-8	173-0	170-7	71.37	71.45	69.99
*Electrical apparatus and supplies.....	40-0	40-9	41-6	148-9	150-1	146-0	59.56	61.39	60.74
Heavy electrical machinery and equipment.....	40-4	40-4	41-5	165-9	166-2	160-6	67.02	67.14	66.65
*Non-metallic mineral products.....	44-4	43-8	43-9	143-0	142-5	137-2	63.49	62.42	60.23
Clay products.....	44-6	44-6	44-5	132-9	132-0	126-2	59.27	58.87	57.42
Glass and glass products.....	43-3	42-7	44-5	142-4	141-6	133-2	61.66	60.46	59.27
Products of petroleum and coal.....	41-7	41-4	42-8	192-3	191-0	185-4	80.19	79.07	79.35
Chemical products.....	41-6	41-3	42-0	146-8	146-4	140-0	61.07	60.46	58.80
Medicinal and pharmaceutical preparations.....	41-5	41-3	41-7	121-0	121-0	115-8	50.22	49.97	48.29
Acids, alkalis and salts.....	42-3	41-5	42-0	167-7	167-6	159-0	70.94	69.55	66.78
Miscellaneous manufacturing industries.....	41-9	41-5	42-0	115-1	116-2	112-3	48.23	48.22	47.17
*Durable goods.....	41-5	41-5	41-7	151-6	151-5	148-8	62.91	62.87	62.05
Non-durable goods.....	40-9	41-0	41-0	129-5	128-1	124-8	52.97	52.52	51.17
<b>Construction</b> .....	<b>41-7</b>	<b>41-8</b>	<b>42-4</b>	<b>145-7</b>	<b>144-7</b>	<b>146-5</b>	<b>60.76</b>	<b>60.48</b>	<b>62.12</b>
Buildings and structures.....	41-6	41-6	41-4	157-0	156-1	160-7	65.31	64.94	66.53
Highways, bridges and streets.....	41-8	42-1	41-9	122-2	121-2	116-0	51.08	51.03	48.60
Electric and motor transportation.....	45-1	45-4	45-4	141-2	141-7	136-2	63.68	64.33	61.53
<b>Service</b> .....	<b>40-6</b>	<b>40-8</b>	<b>41-3</b>	<b>85-3</b>	<b>84-7</b>	<b>81-1</b>	<b>34.63</b>	<b>34.56</b>	<b>33.49</b>
Hotels and restaurants.....	40-9	41-1	41-6	85-7	84-8	81-2	35.05	34.85	33.78
Laundries and dry cleaning plants.....	40-9	40-8	41-5	80-3	80-2	76-9	32.84	32.72	31.91

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1949.....	11,996	13,063	25,059	150,474	38,185	188,659
January 1, 1950.....	7,971	9,748	17,719	218,769	55,188	273,957
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
January 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954.....	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954.....	16,351	13,018	29,369	170,883	71,561	242,444
November 1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
December 1, 1954 (1).....	16,104	10,504	26,608	255,811	85,229	341,040
* January 1, 1955 (1).....	8,420	7,776	16,196	371,959	93,805	465,764

\* — Current vacancies only. Deferred vacancies are excluded.

(1) — Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1954 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				October 29, 1954	November 30, 1953
<b>Agriculture, Fishing, Trapping</b> .....	<b>229</b>	<b>132</b>	<b>352</b>	<b>- 292</b>	<b>- 36</b>
<b>Forestry</b> .....	<b>2,425</b>	<b>3</b>	<b>2,428</b>	<b>- 1,688</b>	<b>+ 1,799</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>317</b>	<b>42</b>	<b>359</b>	<b>- 21</b>	<b>- 17</b>
Metal Mining.....	59	2	61	- 17	- 52
Fuels.....	219	8	227	- 5	+ 21
Non-Metal Mining.....	—	2	2	- 9	- 25
Quarrying, Clay and Sand Pits.....	3	1	4	- 6	+ 4
Prospecting.....	36	29	65	+ 16	+ 35
<b>Manufacturing</b> .....	<b>2,158</b>	<b>1,710</b>	<b>3,868</b>	<b>- 919</b>	<b>- 610</b>
Foods and Beverages.....	103	142	245	- 138	- 64
Tobacco and Tobacco Products.....	199	535	734	- 79	+ 697
Rubber Products.....	15	14	29	- 5	- 26
Leather Products.....	44	70	114	- 25	- 46
Textile Products (except clothing).....	44	79	123	- 122	- 114
Clothing (textile and fur).....	60	454	514	- 334	- 312
Wood Products.....	214	51	265	+ 12	- 6
Paper Products.....	108	33	141	- 10	- 16
Printing, Publishing and Allied Industries.....	82	54	136	- 45	- 86
Iron and Steel Products.....	229	63	292	- 90	- 154
Transportation Equipment.....	394	50	444	- 134	- 129
Non-Ferrous Metal Products.....	64	17	81	- 36	- 134
Electrical Apparatus and Supplies.....	341	59	400	+ 106	- 90
Non-Metallic Mineral Products.....	67	8	75	- 22	- 6
Products of Petroleum and Coal.....	10	20	30	+ 1	+ 4
Chemical Products.....	126	35	161	+ 10	- 41
Miscellaneous Manufacturing Industries.....	58	26	84	- 8	- 87
<b>Construction</b> .....	<b>1,322</b>	<b>63</b>	<b>1,385</b>	<b>- 259</b>	<b>+ 162</b>
General Contractors.....	929	45	974	- 158	+ 179
Special Trade Contractors.....	393	18	411	- 101	- 17
<b>Transportation, Storage and Communication</b> .....	<b>401</b>	<b>163</b>	<b>564</b>	<b>+ 96</b>	<b>- 261</b>
Transportation.....	216	56	272	- 55	- 217
Storage.....	16	8	24	+ 1	- 2
Communication.....	169	99	268	+ 150	- 42
<b>Public Utility Operation</b> .....	<b>50</b>	<b>32</b>	<b>82</b>	<b>- 6</b>	<b>- 9</b>
<b>Trade</b> .....	<b>1,356</b>	<b>2,188</b>	<b>3,544</b>	<b>+ 464</b>	<b>- 852</b>
Wholesale.....	454	322	776	- 47	- 125
Retail.....	902	1,866	2,768	+ 511	- 727
<b>Finance, Insurance and Real Estate</b> .....	<b>482</b>	<b>401</b>	<b>883</b>	<b>- 33</b>	<b>- 438</b>
<b>Service</b> .....	<b>7,385</b>	<b>5,568</b>	<b>12,953</b>	<b>+ 5,254</b>	<b>- 698</b>
Community or Public Service.....	182	745	927	+ 101	- 91
Government Service.....	6,647	1,145	7,792	+ 6,093	- 167
Recreation Service.....	27	68	95	- 57	- 69
Business Service.....	297	191	488	- 3	- 51
Personal Service.....	232	3,419	3,651	- 880	- 320
<b>GRAND TOTAL</b> .....	<b>16,116</b>	<b>10,302</b>	<b>26,418</b>	<b>+ 2,686</b>	<b>- 960</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT DECEMBER 2, 1954 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,360	441	1,801	4,981	1,134	6,115
Clerical workers.....	6,671	3,325	9,996	13,321	22,641	35,962
Sales workers.....	1,663	1,341	3,004	4,813	8,946	13,759
Personal and domestic service workers.....	337	3,816	4,153	25,998	16,506	42,504
Seamen.....	—	—	—	1,527	2	1,529
Agriculture and fishing.....	195	6	201	2,402	382	2,784
Skilled and semiskilled workers.....	4,989	719	5,708	114,800	19,747	134,547
Food and kindred products (inc tobacco)....	39	15	54	1,455	433	1,888
Textiles, clothing, etc.....	32	482	514	3,961	12,646	16,607
Lumber and wood products.....	2,684	7	2,691	9,753	187	9,940
Pulp, paper (inc. printing).....	42	10	52	845	760	1,605
Leather and leather products.....	25	51	76	1,240	1,179	2,419
Stone, clay and glass products.....	9	1	10	474	59	533
Metalworking.....	269	22	291	17,986	1,280	19,266
Electrical.....	121	35	156	2,166	674	2,840
Transportation equipment.....	—	—	—	1,369	80	1,449
Mining.....	27	—	27	1,280	—	1,280
Construction.....	443	—	443	28,926	5	28,931
Transportation (except seamen).....	343	5	348	18,648	117	18,765
Communications and public utility.....	57	—	57	537	8	545
Trade and service.....	76	63	139	3,290	1,510	4,800
Other skilled and semiskilled.....	684	26	710	17,381	901	18,282
Foremen.....	33	1	34	2,322	272	2,594
Apprentices.....	105	1	106	3,167	6	3,173
Unskilled workers.....	889	856	1,745	87,969	15,871	103,840
Food and tobacco.....	66	595	661	3,546	4,227	7,773
Lumber and lumber products.....	121	2	123	9,269	283	9,552
Metalworking.....	29	9	38	7,339	595	7,934
Construction.....	312	1	313	38,620	22	38,642
Other unskilled workers.....	361	249	610	29,195	10,744	39,939
<b>GRAND TOTAL.....</b>	<b>16,104</b>	<b>10,504</b>	<b>26,608</b>	<b>255,811</b>	<b>85,229</b>	<b>341,040</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2, OCTOBER 28, 1954 AND DECEMBER 3, 1953**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	(1) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
<b>Newfoundland</b> .....	<b>287</b>	<b>587</b>	<b>188</b>	<b>6,745</b>	<b>3,494</b>	<b>8,290</b>
Corner Brook.....	6	62	13	1,349	886	1,413
Grand Falls.....	1	100	3	509	230	788
St. John's.....	280	425	172	4,887	2,368	6,089
<b>Prince Edward Island</b> .....	<b>118</b>	<b>100</b>	<b>174</b>	<b>1,898</b>	<b>996</b>	<b>1,868</b>
Charlottetown.....	114	72	166	1,166	618	1,179
Summerside.....	2	28	18	732	378	679
<b>Nova Scotia</b> .....	<b>1,515</b>	<b>1,414</b>	<b>1,371</b>	<b>14,346</b>	<b>11,920</b>	<b>15,600</b>
Amherst.....	26	11	—	509	390	540
Bridgewater.....	138	36	38	553	492	699
Halifax.....	1,126	1,127	1,161	4,064	3,573	3,340
Inverness.....	—	—	—	323	189	371
Kentville.....	70	64	55	923	625	1,300
Liverpool.....	37	47	6	306	261	432
New Glasgow.....	18	16	32	2,678	2,311	2,383
Springhill.....	—	2	6	467	420	711
Sydney.....	64	72	59	2,614	2,238	3,323
Truro.....	35	25	10	771	585	928
Yarmouth.....	11	14	14	1,233	831	1,483

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2,  
OCTOBER 28, 1954 AND DECEMBER 3, 1953**

(Source: U.I.C. 757)

Office	Unfilled Vacancies (?)			Live Applications		
	(1) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	(1) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
<b>New Brunswick</b> .....	<b>1,111</b>	<b>830</b>	<b>941</b>	<b>13,858</b>	<b>10,183</b>	<b>15,553</b>
Bathurst.....	11	16	11	1,190	554	1,511
Campbellton.....	66	38	24	830	611	881
Edmundston.....	31	45	5	596	284	1,178
Fredericton.....	529	282	115	855	819	1,471
Minto.....	10	8	29	342	456	645
Moncton.....	239	203	445	3,612	2,351	3,430
Newcastle.....	14	20	5	1,215	927	1,172
Saint John.....	173	152	279	3,050	2,615	2,961
St. Stephen.....	14	17	7	1,357	1,016	1,209
Sussex.....	20	41	12	249	208	331
Woodstock.....	4	8	9	562	342	764
<b>Quebec</b> .....	<b>5,621</b>	<b>8,717</b>	<b>5,333</b>	<b>97,834</b>	<b>75,531</b>	<b>97,021</b>
Asbestos.....	23	13	71	413	371	526
Beauharnois.....	3	1	7	567	487	728
Buckingham.....	6	26	4	589	434	702
Causapscal.....	124	78	26	597	413	954
Chandler.....	.....	4	2	609	200	808
Chicoutimi.....	227	156	181	920	575	1,645
Dolbeau.....	69	65	5	312	221	633
Drummondville.....	16	20	63	1,625	1,442	2,266
Farnham.....	8	9	17	920	650	543
Forestville.....	52	75	.....	244	178	236
Gaspé.....	26	3	1	377	165	432
Granby.....	27	21	10	1,488	1,194	1,177
Hull.....	52	62	26	2,126	1,459	1,873
Joliette.....	154	109	162	1,729	1,491	1,836
Jonquière.....	73	121	49	1,181	828	1,645
Lachute.....	2	10	13	380	289	568
La Malbaie.....	2	45	2	531	188	446
La Tuque.....	994	2,110	11	611	387	502
Levis.....	81	86	90	2,476	1,221	2,133
Louiseville.....	40	13	17	528	378	427
Maniwaki.....	5	7	5	320	118	360
Matane.....	3	63	38	592	288	732
Megantic.....	16	18	18	608	362	710
Mont-Laurier.....	14	4	4	363	330	390
Montmagny.....	15	16	10	778	439	924
Montreal.....	2,019	2,538	2,801	40,472	35,124	34,149
New Richmond.....	12	32	11	637	234	690
Port Alfred.....	5	169	6	411	203	665
Quebec.....	335	532	470	8,445	5,922	8,778
Rimouski.....	17	18	12	1,168	481	1,392
Rivière du Loup.....	11	23	36	1,299	646	1,731
Roberval.....	94	39	22	303	230	467
Rouyn.....	68	119	79	1,189	1,066	1,528
Ste. Agathe.....	13	7	18	540	366	566
Ste. Anne de Bellevue.....	21	22	14	742	490	594
Ste. Therese.....	36	50	26	1,016	850	1,064
St. Georges Est.....	281	396	275	903	635	800
St. Hyacinthe.....	50	34	112	1,416	1,205	1,603
St. Jean.....	42	41	66	1,114	1,075	1,322
St. Jerome.....	16	16	47	1,046	729	1,262
St. Joseph d'Alma.....	15	716	15	794	438	1168
Sept Iles.....	18	19	5	454	155	516
Shawinigan Falls.....	21	31	19	2,115	1,634	2,859
Sherbrooke.....	138	135	144	3,037	2,809	3,463
Sorel.....	20	33	15	1,959	1,407	1,392
Thetford Mines.....	107	140	34	812	564	864
Three Rivers.....	96	125	146	3,693	2,453	3,412
Val d'Or.....	69	280	17	948	731	1,053
Valleyfield.....	31	35	34	1,228	1,088	1,307
Victoriaville.....	45	32	77	1,209	888	1,180
<b>Ontario</b> .....	<b>8,935</b>	<b>7,349</b>	<b>9,689</b>	<b>120,947</b>	<b>104,705</b>	<b>96,884</b>
Amnrior.....	19	14	6	226	119	192
Barrie.....	45	84	70	890	709	686
Belleville.....	30	24	23	921	726	884
Bracebridge.....	39	20	28	753	512	623
Brampton.....	7	19	17	390	355	245
Burlington.....	32	52	70	2,452	2,279	3,324
Brockville.....	19	12	19	306	257	303
Carleton Place.....	.....	2	.....	168	128	265
Chatham.....	31	169	176	1,972	1,331	1,595
Cobourg.....	5	11	11	459	363	386
Collingwood.....	3	8	5	651	601	387
Cornwall.....	83	50	30	1,951	1,549	1,608
Fort Erie.....	1	3	10	583	1	353
Fort Frances.....	18	7	24	471	170	271
Fort William.....	72	92	89	1,490	1,283	1,276
Galt.....	42	55	99	1,136	987	727
Gananoque.....	1	3	6	186	151	222



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2,  
OCTOBER 28, 1954 AND DECEMBER 3, 1953**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (*)			Live Applications		
	(1) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	(1) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
<b>Ontario—Con.</b>						
Goderich.....	16	16	31	408	302	297
Guelph.....	79	64	187	1,246	1,031	790
Hamilton.....	498	494	371	10,481	9,088	8,562
Hawkesbury.....	21	18	15	539	300	513
Ingersoll.....	234	14	22	505	489	331
Kapuskasing.....	19	21	34	751	411	733
Kenora.....	9	9	31	521	268	427
Kingston.....	133	154	120	879	783	1,237
Kirkland Lake.....	14	18	25	862	615	811
Kitchener.....	81	71	133	1,801	1,790	1,246
Leamington.....	4	3	41	715	763	636
Lindsay.....	43	33	31	615	616	571
Listowel.....	15	21	12	244	179	192
London.....	769	294	1,052	3,326	3,308	2,741
Midland.....	6	10	12	690	535	646
Napanee.....	3	5	1	423	248	537
New Toronto.....	67	83	90	2,056	1,642	1,274
Niagara Falls.....	38	31	56	2,299	1,678	1,273
North Bay.....	20	24	24	1,304	988	1,192
Oakville.....	33	28	305	536	619	522
Orillia.....	13	15	24	736	644	626
Oshawa.....	67	95	114	3,078	4,351	5,990
Ottawa.....	1,674	709	1,858	3,188	2,574	2,730
Owen Sound.....	26	24	56	1,008	736	952
Parry Sound.....	5	1	.....	359	257	331
Pembroke.....	63	76	64	1,029	844	930
Perth.....	18	13	22	342	249	388
Peterborough.....	34	19	36	2,037	1,821	1,599
Pictou.....	2	4	17	314	170	317
Port Arthur.....	93	104	87	2,411	1,800	1,962
Port Colborne.....	10	8	23	568	476	563
Prescott.....	41	17	24	391	349	544
Renfrew.....	16	12	7	430	298	373
St. Catharines.....	92	51	53	2,617	2,199	3,989
St. Thomas.....	403	855	59	1,766	1,515	446
Sarnia.....	32	36	42	2,056	1,557	1,291
Sault Ste. Marie.....	42	71	66	2,726	2,677	1,757
Simcoe.....	33	36	50	527	492	712
Sioux Lookout.....	10	8	9	159	127	159
Smiths Falls.....	7	10	8	315	229	382
Stratford.....	20	24	17	724	575	578
Sturgeon Falls.....	.....	.....	2	923	629	784
Sudbury.....	156	77	154	2,616	1,802	1,983
Timmins.....	39	43	30	1,558	1,142	1,515
Toronto.....	2,597	2,667	3,346	26,618	24,130	17,641
Trenton.....	53	38	33	802	546	867
Walkerton.....	9	23	10	520	437	315
Wallaceburg.....	4	13	2	552	286	535
Welland.....	9	11	10	1,766	1,548	1,915
Weston.....	221	150	86	990	841	649
Windsor.....	597	91	67	11,656	11,738	5,785
Woodstock.....	5	12	37	461	326	398
<b>Manitoba.....</b>	<b>2,853.</b>	<b>1,116</b>	<b>3,549</b>	<b>17,253</b>	<b>11,578</b>	<b>15,391</b>
Brandon.....	124	154	222	1,188	641	814
Dauphin.....	17	28	9	686	318	663
Flin Flon.....	10	30	23	300	196	261
Portage la Prairie.....	63	30	103	645	404	614
The pas.....	3	5	10	101	55	123
Winnipeg.....	2,636	1,169	3,182	14,333	9,964	12,916
<b>Saskatchewan.....</b>	<b>707</b>	<b>691</b>	<b>812</b>	<b>9,698</b>	<b>5,245</b>	<b>6,653</b>
Estevan.....	16	24	22	210	83	133
Moose Jaw.....	57	124	106	974	609	736
North Battleford.....	61	39	21	766	356	578
Prince Albert.....	28	27	34	1,392	746	957
Rdgina.....	135	164	278	2,178	1,142	1,261
Saskatoon.....	285	124	170	2,379	1,463	1,750
Swift Current.....	68	93	52	392	150	294
Weyburn.....	35	36	49	252	106	205
Yorkton.....	22	60	80	1,155	590	739
<b>Alberta.....</b>	<b>1,619</b>	<b>1,880</b>	<b>1,482</b>	<b>15,170</b>	<b>10,432</b>	<b>13,642</b>
Blairmore.....	14	19	16	371	307	186
Calgary.....	743	501	477	4,826	3,534	4,630
Drumheller.....	15	55	20	150	125	140
Edmonton.....	682	1,020	664	6,671	4,485	6,194
Edson.....	25	24	70	245	193	176
Lethbridge.....	48	147	160	1,291	651	1,245
Medicine Hat.....	55	41	31	1,016	726	602
Red Deer.....	30	57	39	548	381	391
Yellowknife.....	7	16	5	52	30	78

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT DECEMBER 2, OCTOBER 28, 1954 AND DECEMBER 3, 1953**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	( <sup>1</sup> ) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953	( <sup>1</sup> ) Dec. 2, 1954	Previous Month Oct. 28, 1954	Previous Year Dec. 3, 1953
<b>British Columbia</b> .....	<b>3,844</b>	<b>1,241</b>	<b>3,775</b>	<b>43,291</b>	<b>30,049</b>	<b>44,715</b>
Chilliwack.....	29	28	27	983	546	990
Courtenay.....	13	23	38	796	440	838
Cranbrook.....	11	14	5	525	235	626
Dawson Creek.....	13	5	11	308	212	208
Duncan.....	21	30	29	477	273	351
Kamloops.....	39	70	67	614	282	566
Kelowna.....	4	11	12	668	234	915
Mission City.....	17	14	22	711	482	915
Nanaimo.....	7	19	22	917	682	1,082
Nelson.....	15	15	3	820	396	1,055
New Westminster.....	104	104	279	4,680	4,022	4,876
Penticton.....	1	5	1	428	203	920
Port Alberni.....	11	4	12	516	308	413
Prince George.....	61	51	31	2,311	1,209	1,915
Prince Rupert.....	134	38	18	973	709	1,071
Princeton.....	2	1	1	150	86	156
Trail.....	15	11	15	612	410	935
Vancouver.....	3,133	591	2,974	22,402	16,432	22,828
Vernon.....	15	15	16	929	330	1,115
Victoria.....	179	157	144	3,092	2,375	2,712
Whitehorse.....	20	35	48	379	203	228
<b>Canada</b> .....	<b>26,608</b>	<b>24,225</b>	<b>27,314</b>	<b>341,040</b>	<b>264,133</b>	<b>315,607</b>
Males.....	16,104	13,724	15,446	255,811	187,123	241,094
Females.....	10,504	10,501	11,868	85,229	77,010	74,513

<sup>1</sup> Preliminary—subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies not included.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1949-1954

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1949.....	684,179	464,363	219,816	44,811	118,364	281,080	162,659	77,265
1950.....	790,802	559,882	230,920	56,732	151,438	321,354	179,732	81,546
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1953 (11 Months).....	930,126	621,806	308,320	71,369	245,331	320,536	189,131	103,759
1954 (11 Months).....	800,192	505,851	294,341	62,319	197,409	255,902	161,867	122,695

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS AND AMOUNT OF BENEFIT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Number Com- mencing Benefit	Month of November, 1954	
			Number of days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	3,799	1,518	56,698 (347)	190,672
Prince Edward Island.....	686	389	13,852 (206)	39,316
Nova Scotia.....	10,239	4,640	211,712 (3,324)	679,944
New Brunswick.....	8,811	4,198	165,009 (1,784)	516,675
Quebec.....	63,553	34,583	1,431,840 (27,515)	4,301,130
Ontario.....	74,654	40,787	1,727,062 (26,070)	5,513,906
Manitoba.....	9,439	5,090	192,843 (3,609)	672,420
Saskatchewan.....	5,132	2,575	82,640 (966)	248,692
Alberta.....	6,686	4,109	151,279 (2,589)	460,923
British Columbia.....	24,177	12,834	479,090 (7,317)	1,496,577
Total, Canada, November, 1954.....	207,176	110,736	4,512,055 (73,727)	14,020,255
Total, Canada, October, 1954.....	173,025	84,051	3,780,046 (70,511)	11,779,296
Total, Canada, November, 1953.....	177,711	94,642	3,337,519 (39,801)	10,172,035

\* Week containing last day of the month.



**TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT NOVEMBER 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES\* INCLUDED IN TOTAL**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							November 30, 1953 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
Newfoundland .....	5,354 (10)	2,041	879	700	742	394	598	6,384 (8)
Male.....	5,086 (10)	1,998	848	663	694	364	519	6,104 (7)
Female.....	268 (—)	43	31	37	48	30	79	280 (1)
Prince Edward Island .....	1,273 (10)	439	238	183	173	77	163	1,311 (5)
Male.....	1,031 (8)	385	211	142	129	50	114	1,033 (2)
Female.....	242 (2)	54	27	41	44	27	49	278 (3)
Nova Scotia.....	11,941 (128)	2,806	1,366	1,715	2,514	1,319	2,221	13,166 (101)
Male.....	10,477 (105)	2,543	1,225	1,522	2,211	1,139	1,837	11,718 (83)
Female.....	1,464 (23)	263	141	193	303	180	384	1,448 (18)
New Brunswick.....	11,544 (82)	3,240	1,809	1,822	1,787	996	1,890	12,827 (54)
Male.....	9,406 (61)	2,799	1,513	1,491	1,406	769	1,428	11,084 (44)
Female.....	2,138 (21)	441	296	331	381	227	462	1,743 (10)
Quebec.....	81,393 (1,045)	23,618	10,023	10,596	13,459	7,827	15,870	79,814 (662)
Male.....	61,486 (664)	19,348	7,993	8,273	9,985	5,397	10,490	60,166 (444)
Female.....	19,907 (401)	4,270	2,030	2,323	3,474	2,430	5,380	19,648 (218)
Ontario.....	96,582 (957)	26,841	10,691	12,818	16,648	9,422	20,162	66,226 (488)
Male.....	75,282 (729)	21,869	8,704	10,209	12,857	7,022	14,621	51,190 (353)
Female.....	21,300 (228)	4,972	1,987	2,609	3,791	2,400	5,541	15,036 (135)
Manitoba.....	13,664 (171)	4,678	1,778	2,150	2,045	927	2,086	11,399 (96)
Male.....	9,954 (133)	3,560	1,420	1,604	1,430	612	1,328	8,387 (57)
Female.....	3,710 (38)	1,118	358	546	615	315	758	3,012 (39)
Saskatchewan.....	7,370 (54)	2,708	1,290	1,142	1,044	473	713	4,779 (25)
Male.....	6,093 (40)	2,394	1,152	966	806	309	466	3,902 (17)
Female.....	1,277 (14)	314	138	176	238	164	247	877 (8)
Alberta.....	11,795 (79)	4,670	1,518	1,583	1,528	816	1,680	10,037 (54)
Male.....	9,163 (64)	3,991	1,238	1,231	1,053	528	1,142	8,222 (48)
Female.....	2,632 (15)	679	280	352	495	288	538	1,815 (6)
British Columbia.....	33,546 (232)	9,986	4,461	5,313	6,223	2,912	4,651	32,573 (172)
Male.....	26,562 (173)	8,357	3,772	4,281	4,806	2,037	3,309	26,217 (136)
Female.....	6,984 (59)	1,629	689	1,032	1,417	875	1,342	6,356 (36)
CANADA.....	274,462 (2,768)	81,027	34,053	38,022	46,163	25,163	50,034	238,516 (1,665)
MALE.....	214,540 (1,967)	67,244	28,076	30,382	35,357	18,227	35,254	188,023 (1,191)
FEMALE.....	59,922 (801)	13,783	5,977	7,640	10,806	6,936	14,780	50,493 (474)

\* Shown in brackets. The count of disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1954**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland .....	3,993	3,001	992	3,077	2,208	869	1,577
Prince Edward Island.....	869	618	251	745	623	122	231
Nova Scotia.....	7,641	4,735	2,906	7,100	5,590	1,210	1,961
New Brunswick.....	7,266	4,960	2,306	6,501	5,294	1,207	2,059
Quebec.....	54,665	33,802	20,863	48,816	40,459	8,357	15,443
Ontario.....	65,338	37,414	27,924	61,756	51,720	10,036	15,488
Manitoba.....	9,267	6,006	3,261	8,742	7,127	1,615	1,431
Saskatchewan.....	5,725	4,055	1,670	4,792	3,722	1,070	1,595
Alberta.....	9,793	6,015	3,778	7,875	6,344	1,531	3,064
British Columbia.....	23,187	13,592	9,595	21,002	16,688	4,314	5,902
Total Canada, November, 1954.....	187,744*	114,198	73,546	170,406†	140,075	30,331	48,751
Total Canada, October, 1954.....	127,609	71,861	55,748	121,742	100,353	21,389	31,413
Total Canada, November, 1953.....	188,881	121,682	67,199	164,965	135,808	29,157	54,066

\* In addition, revised claims received numbered 19,403. † In addition, 18,940 revised claims were disposed of. Of these, 1,493 were special requests not granted, and 991 were appeals by claimants. There were 2,686 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953—October.....	3,220,000	3,100,600	119,400
November.....	3,230,000	3,076,400	153,600
December.....	3,276,000	3,037,500	238,500
1954—January.....	3,328,000	2,937,000	391,000†
February.....	3,339,000	2,844,200	494,800†
March.....	3,342,000	2,829,400	512,600†
April.....	3,317,000	2,805,300	511,700†
May.....	3,181,000	2,822,600	338,400
June.....	3,150,000	2,902,200	247,800
July.....	3,180,000	2,980,500	199,500
August.....	3,190,000	3,001,100	188,900
September.....	3,206,000	3,014,700	191,300
October.....	3,219,000	3,031,300	187,700

\* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commod- ities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—December.....	115.8	112.1	125.2	110.2	117.4	116.3
Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1951—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	126.4	109.7	117.1	117.5
July.....	116.2	112.1	126.6	109.6	117.2	117.6
August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	117.9
November.....	116.8	113.4	127.9	108.2	117.2	118.2
December.....	116.6	112.6	128.2	108.1	117.1	118.2
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT  
THE BEGINNING OF DECEMBER, 1954**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- Hold Operation	Other Com- modities and Services
	Dec. 1, 1953	Nov. 1, 1954	Dec. 1, 1954					
(1) St. John's, Nfld.	102.7	102.8	102.9	101.1	107.5	101.8	103.0	103.5
Halifax . . . . .	113.2	114.6	114.5	107.8	123.3	114.5	119.0	116.9
Saint John . . . . .	115.5	117.5	117.5	113.2	124.1	116.5	116.4	123.0
Montreal . . . . .	116.7	117.1	117.0	115.3	134.1	107.2	115.8	116.8
Ottawa . . . . .	115.5	117.2	117.0	112.0	131.1	111.3	116.3	119.6
Toronto . . . . .	117.6	118.9	118.8	116.5	144.7	110.4	116.0	119.4
Winnipeg . . . . .	114.7	115.7	115.5	110.9	125.7	112.4	113.6	118.0
Saskatoon—Regina . . . . .	113.3	114.8	113.9	110.2	115.2	114.9	117.9	113.2
Edmonton—Calgary . . . . .	114.5	115.3	115.0	110.7	121.0	112.6	115.7	118.7
Vancouver . . . . .	116.3	118.6	118.3	111.6	126.1	112.6	125.4	122.4

N.B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1953-1954†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
<b>1954*</b>						
January.....	24‡	24	10,619‡	10,619	156,969	0.19
February.....	7	17	749	4,631	52,270	0.06
March.....	12	18	1,107	1,722	13,945	0.02
April.....	24	33	1,657	2,268	24,661	0.03
May.....	7	20	2,032	3,341	31,040	0.04
June.....	20	31	9,086	10,157	86,085	0.10
July.....	15	29	4,410	6,607	54,111	0.07
August.....	8	20	1,207	3,959	48,210	0.06
September.....	14	21	8,597	9,815	127,582	0.15
October.....	20	29	17,948	26,262	309,986	0.37
November.....	11	23	3,764	20,628	326,460	0.39
December.....	6	16	301	12,169	240,841	0.29
Cumulative Totals.....	168		61,477		1,472,160	0.15
<b>1953</b>						
January.....	14‡	14	2,136‡	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	12	20	4,479	5,405	32,998	0.04
April.....	15	22	2,854	3,626	29,180	0.03
May.....	17	30	2,740	4,752	36,097	0.04
June.....	16	31	4,809	6,452	57,300	0.07
July.....	17	32	4,653	7,399	73,898	0.09
August.....	8	22	5,038	9,031	94,578	0.11
September.....	27	41	13,499	17,012	126,306	0.15
October.....	21	45	5,778	16,312	267,623	0.32
November.....	9	41	6,366	19,366	286,643	0.34
December.....	7	29	1,188	11,275	265,265	0.31
Cumulative Totals.....	174		55,988		1,324,715	0.13

\* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1954 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Date Began	Particulars <sup>(2)</sup>
	Establishments	Workers			

Strikes and Lockouts in Progress Prior to December 1954					
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Canning factory workers, Penticton, Kelowna, Mission City, Ashcroft and Vancouver, B.C.	5	531	10,000	Oct. 19	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; untermi-
<i>Textiles, Clothing, etc.</i> — Shirt factory workers, Montreal, Que.	1	75	1,700	Oct. 7	For a union agreement providing for increased wages, following reference to arbitration board; untermi-
Textile factory workers, Kitchener, Ont.	1	97	1,000	Oct. 20	For a new agreement providing for increased wages and fringe benefits, following reference to conciliation board; terminated December 16; conciliation; com-
Hosiery factory workers, Montreal, Que.	1	60	1,500	Nov. 4	For implementation of award of arbitration board for same piece-work rates for knitters in union agreement under negotiations, instead of proposed reduction; untermi-
<i>Metal Products</i> — Motor vehicle factory and parts depot workers, Windsor, Oakville, Etobicoke, Ont.	3	7,765	175,000	Oct. 10 Oct. 15 Nov. 15	For new agreements providing for increased wages and fringe benefits, following reference to conciliation boards; untermi-
Structural steel fabricators and erectors, Lachine and Longue Pointe, Que.	2	1,132	1,120	Oct. 15	For a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take-home pay, following reference to arbitration board; terminated December 1; negotiations; in favour of employer.
Plumbing and heating equipment factory workers, Toronto, Ont.	2	(3) 736	16,000	Oct. 21	For a new agreement providing for increased wages, following reference to conciliation board; untermi-
Radio parts factory workers, Toronto, Ont.	1	100	2,300	Nov. 1	For implementation of award of conciliation board for increased wages in new agreement under negotiations; partial return of workers; untermi-
<i>Miscellaneous Products</i> — Linoleum factory workers, Montreal and Farnham, Que.	2	1,358	31,000	Nov. 16	For new agreements providing for increased wages, following reference to arbitration boards; untermi-
SERVICE— <i>Public Administration</i> — Public works employees, Wallaceburg, Ont.	1	14	82	Oct. 19	For union recognition; terminated by December 7; replacement; in favour of employer.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER 1954 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Establish- ments	Workers			
Strikes and Lockouts Commencing During December 1954					
		(4)			
MANUFACTURING— <i>Boots and Shoes (Leather)—</i> Shoe factory workers, London, Ont.	1	58	150	Dec. 29	Protest against language used by foreman in supervising operations; untermi- nated.
<i>Printing and Publishing—</i> Newspaper and job printing plant workers, Granby, Que.	1	25	100	Dec. 7	Protesting employment of a certain worker as foreman; terminated December 14; negotiations; in favour of workers.
<i>Metal Products—</i> Electrical apparatus factory workers, Winnipeg, Man.	1	41	690	Dec. 9	For a new agreement providing for closed shop and Rand formula for union dues; unterminated.
Electrical apparatus factory workers, Brantford, Ont.	1	150	40	Dec. 29	Protesting suspension of union official for breach of dis- cipline; terminated Decem- ber 29; return of workers pending reference to arbi- tration; indefinite.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters and electricians, Hamilton, Ont.	1	12	84	Dec. 23	For a union agreement and protesting employment of labourers to erect concrete forms; untermi- nated.
TRADE— Sash and door jobbers, Vernon, B.C.	1	15	75	Dec. 1	For a new agreement providing for increased wages, pay for three statutory holidays and two weeks' vacations; terminated December 7; negotiations; in favour of employer.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 205 indirectly affected; (4) 35 indirectly affected.



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